DIRECTOR, MEMBER ORGANIZING

The Writers Guild is currently seeking qualified applicants for the position of Director for the Member Organizing Department. This position is a full time, exempt (salaried) position with full benefits. Compensation will be commensurate with experience.

We are a democratic, progressive labor union representing writers of motion pictures, television/streaming, radio, and news employed by the major media companies. Founded in 1933, the Guild negotiates and administers contracts that protect the economic and creative rights of its members. We are involved in a wide range of programs that advance the interests of writers, and active in public policy, legislative and regulatory matters on the local, national, and international levels. Over the years, our members have consistently demonstrated a willingness to take on difficult issues and organize to challenge the industry status quo.

Under the direction of the Senior Director, the Director oversees the department responsible for engaging and activating members to support the Guild’s key priorities including collective bargaining, organizing, contract enforcement, public policy, new member education and inclusion & equity. The Director is responsible for developing and implementing strategic plans for internal and external organizing campaigns to support the priorities of the elected Board of Directors, increase the Guild’s leverage and expand the Guild’s jurisdiction.

The WGAW is based on a hybrid schedule of 3 days in-office and 2 days remote. Vaccination and booster against COVID-19 is required of all employees unless they qualify for a lawful exemption.

ESSENTIAL FUNCTIONS

- Actively initiate, plan, implement and evaluate strategic internal and external organizing campaigns.
- Manage contract campaign field program and supervise staff.
- Identify, build relationships and engage strategic members to increase members’ leverage in bargaining, enforce contracts, expand Guild coverage and provide union education to new members.
- Advise and oversee staffing of organizing committees and working groups on strategic issues.
- Strategize with staff and members to develop and implement collective responses to work-related problems not addressed by current collective bargaining agreements.
- Oversee the Guild’s leadership development Captains Program.
- With the Senior Director, handle human resources issues relating to Department personnel, including hiring, discipline, performance evaluations, staff development, etc.
• Provide insight, analysis and regular reports to the Senior Director and Executive staff about Department initiatives and writer issues.
• Work closely and collaboratively with Guild staff from other Departments.
• Other duties as assigned.

MINIMUM REQUIREMENTS

• Extensive experience representing and organizing professional and/or freelance employees and training members for activism and leadership.
• Proven track record leading internal organizing campaigns including contract campaigns.
• Experience leading strikes strongly preferred.
• External organizing experience preferred.
• Experience supervising organizers and other staff.
• Exceptional communication and public speaking skills.
• Knowledge of labor contract principles and labor law and ability to assimilate, frame and communicate enforcement issues.
• Must be able to work with limited oversight, have superior discretion and regularly exercise independent judgment.
• Must have excellent time management skills and ability to think and plan strategically.
• Must have the ability to navigate complex political waters, including dealing with dynamic priorities.
• Proficiency in MSWord and Excel.
• Valid California driver’s license and reliable insured automobile for business use required.
• Ability to travel locally and work weekends and evenings as required.
• Knowledge of the entertainment industry a plus.

Applicants should email a **resume, cover letter and provide 3 references (names and phone numbers)** to the Human Resources Department of the Writers Guild at recruitment@wga.org.

For more information on the WGAW, please visit: www.wga.org

*WGAW is an equal opportunity employer. We strongly encourage qualified people with diverse backgrounds to apply.*