

Director
Member Organizing Department
Writers Guild of America West
Los Angeles, California

Union Overview

The Writers Guild of America, West (WGAW) seeks a dynamic, strategic thinker and experienced (mid-level career) unionist with deep organizing and supervisory experience, to join our mission to defend and improve the livelihoods of storytellers at the heart of the entertainment industry.

We are a democratic, progressive labor union representing approximately 10,000 active members, who are 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.

This position is an exciting challenge for a highly skilled organizer and strategist interested in building member power in a landscape of corporate consolidation and technological change. You will join a dedicated and experienced team of Guild leaders and staff as we prepare for the challenges of our upcoming 2023 contract campaign.

Job Description

The Director of Member Organizing 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.

Essential Functions

- Under the direction of the Senior Director, and working with an elected Board of Directors, oversee 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.
- 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 the current collective bargaining agreement (expires May, 2023), including strike preparedness and implementation if necessary.
- 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 union experience representing and organizing professional and/or freelance employees and training members for activism and leadership, with limited oversight **required**.
- Successful experience leading internal organizing campaigns including contract campaigns, **required**.
- Experience leading strikes **strongly preferred**.
- External organizing experience **preferred**.
- Experience supervising organizers and other staff, **required**.
- Exceptional verbal/written communication and public speaking skills, **required**.
- Knowledge of labor contract principles and labor law and ability to assimilate, frame and communicate enforcement issues, **required**.
- Ability to think and plan strategically, and exercise superior discretion and independent judgment, **required**.
- Ability to navigate complex political waters, including dealing with priorities in a dynamic industry with a rapidly evolving technological environment, **required**.
- 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.

Compensation

The Director of Member Organizing is a Los Angeles-based full-time, exempt position with full benefits. The WGAW offers a competitive salary range commensurate with experience.

Application

In order to be considered for this position, please provide the following:

- A current resume reflecting qualifications for this position, including **months and years** of employment, and **reasons for separation** from each position.

- A Letter of application, which specifically addresses how accomplishments in your career have prepared you to meet the essential functions and requirements, presented in this position.

Please forward all materials electronically to the following:

All materials must be sent electronically to WGAW Search Consultant:

Unionsearch.org

Margolies, Poterton & Associates

Patricia Johnson, Business Manager: patjohnson@unionsearch.org

For confidential inquiries, questions, salary information or to schedule a call, please email Debra Schwoch-Swoboda dswoboda@unionsearch.org

Position open until filled.

INITIAL APPLICATION DEADLINE: Friday, December 16, 2022, at 5:00 pm (PST.)

For more information about WGAW and the WGAW contract, please visit: www.wga.org.