

## **REPRESENTATIVE/ORGANIZER**

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

### **Union Overview**

The Writers Guild of America, West (WGAW) seeks a dynamic, strategic thinker and organizer and strong unionist with deep representation and organizing 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 skilled organizer 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 Representative/Organizer is responsible for activating Guild members and recruiting and developing over members to support the priorities of the elected Board of Directors, increase the Guild's leverage and expand the Guild's jurisdiction.

### **Essential Functions**

- Articulate the Guild's goals and strategy, and educate members and potential members about the Guild, contracts, organizing, and their labor rights.
- Identify, recruit, develop and engage strategic member leaders through the Guild's Captains Program; support member working groups; recruit and develop writer organizing committees.
- Work with and support members and other WGAW staff to identify issues (compensation, general conditions, industry happenings) and priorities, effectively enforce contracts, expand Guild coverage, and increase members' leverage.
- Plan and implement campaigns that support the Guild's key priorities including collective bargaining, organizing, contract enforcement, public policy, PAC, new member education, cultural workplace conditions, inclusion & equity and strike preparedness.

- Strategize with members to exercise power, develop and implement collective responses to work-related problems not addressed by the current collective bargaining agreement.
- Provide insights and make regular reports to staff and Guild leaders about writers' concerns, priorities, and work issues.

### **Minimum Requirements**

- At least five years of experience representing and organizing professional and/or freelance employees, **required**. Candidates with more experience are highly encouraged to apply.
- Excellent communication and public speaking skills, **required**.
- Experience with internal organizing campaigns including leading meetings, **required**.
- Contract campaign and strike experience **preferred**.
- Experience training members for activism and leadership, **required**.
- General knowledge of labor contract principles and labor law and ability to assimilate, frame and communicate enforcement issues, **required**.
- Must be able to work with limited supervision, 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 priorities in a dynamic industry with a rapidly evolving technological environment, **required**.
- Proficiency in Excel and MS Word, **required**.
- Valid California driver's license and reliable insured automobile for business use will be **required**.
- Ability to travel locally and work weekends and evenings as required.
- Knowledge of the entertainment industry a plus.

### **Compensation**

The Representative/Organizer is a Los Angeles-based full-time, exempt position with full benefits. The WGAW offers competitive salary 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, Potterton & Associates

**Patricia Johnson, Business Manager: [patjohnson@unionsearch.org](mailto:patjohnson@unionsearch.org)**

For confidential inquiries, questions, salary information or to schedule a call, please email Debra Schwoch-Swoboda [dswoboda@unionsearch.org](mailto: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](http://www.wga.org).