



**ONTARIO SECONDARY SCHOOL TEACHERS' FEDERATION
49 Mobile Drive, Toronto, Ontario. M4A 1H5**

**Job Posting
for the position of**

Regional Organizers – 10 Months

The Ontario Secondary School Teachers' Federation is seeking the services of up to six (6) Regional Organizers in the **Professional Services Division - Communications and Political Action Department**. The start date will be August 2024, with a specific date to be determined.

OSSTF/FEESO is searching for experienced candidates to work as part of an organizing team to implement a province-wide membership mobilization campaign aimed at promoting and protecting public education in Ontario. Their work will primarily, but not exclusively, focus on undertaking a one-year campaign to be implemented in the 2024-2025 academic year, as outlined in **Pillar 1, Project 1, of the OSSTF/FEESO Strategic Action Plan 2024-2027**. Under the title **"Pressurizing Public support for Public Education Funding,"** this campaign is designed to galvanize support for public education and lay the foundation for a separate but related campaign to be implemented in 2025-2026 to elect a pro-education government in the June 2026 Ontario Election.

PART I – POSITION SUMMARY

Reporting to the Director under the supervision of the Associate General Secretary, Professional Services, the Regional Organizers assist districts and bargaining units with assessing local relationships within their membership and communities. They will work toward meeting the goals laid out in the OSSTF/FEESO Strategic Action Plan 2024-2027 and will involve a mix of working in the field directly with districts and bargaining units, and at OSSTF Provincial Office.

DUTIES AND RESPONSIBILITIES (not listed in order of priority)

- Working closely and collaboratively as part of an organizing team, and with the Director and the Provincial Organizer, to support districts and bargaining units to meet local objectives and priorities that are in line with the objectives of the Strategic Action Plan.
- Develops strategies and resources for districts and bargaining units on member and community organizing.
- Develops and maintains effective relationships with members, district and bargaining unit leaders, community organizations, other unions, and the public.
- Assists and guides districts and bargaining units with organizing work while building local capacity to do local organizing work.
- Consults with the Organizing for Better Schools, Stronger Communities Work Group on the development of strategies and resources.

- Ensures established departmental goals are met within the established time frame and quality work is completed in a cost effective and timely manner.
- Produces reports about local organizing work and activities on a regular basis.
- Ensures confidentiality is maintained in accordance with the Freedom of Information and Protection of Privacy Act or other related and applicable legislation and internal OSSTF/FEESO policies and procedures.
- Performs other duties as assigned.

PART II – POSITION REQUIREMENTS

EDUCATION AND EXPERIENCE

- At least five (5) years of relevant job-related experience.
- Experience working for a labour union or member-driven organization, with demonstrated experience providing service directly to members.
- Knowledge of union structures, Constitutions, parliamentary procedures policies and practices as evidenced by successful service in working with members at the local, provincial or national level would be considered an asset.
- Experience and training in community and member organizing both internally and externally.
- Knowledge of and demonstrated ability to identify risks and opportunities related to achieving organizational goals and mandates.
- Demonstrated competencies including leadership, superior negotiation skills, integrity, mediation skills, planning & organizing, time management, decision making, fiscal responsibility and judgment.
- Superior interpersonal, communication and active listening skills and the ability to build effective relationships, resolve and/or mediate conflict and deliver information and presentations to Committees, members, external agencies, and stakeholders.
- Superior planning, coordination, and organizational skills with the ability to multi-task in a fast-paced environment.
- Experience as a spokesperson and/or strategist.
- Class G Driver's License, in good standing and reliable vehicle to use on Federation business.
- Bilingualism (English & French) would be considered an asset.

DEPARTMENT SPECIFIC REQUIREMENTS

- Demonstrated ability to develop and deliver training presentations to small and large groups.
- Excellent communications and active listening skills to determine the needs of local OSSTF leaders, community organizations, and other education and labour stakeholders.
- Proven experience in community and member mapping and organizing.
- Knowledge of external labour and union structures (i.e., Ontario Federation of Labour,

Canadian Labour Congress).

- Proven experience in Federation services areas such as: committees, councils and work groups, communications and political action, lobbying, workshop and training presentations, and other related activities.

SALARY AND BENEFITS

Salary, benefits and working conditions are as per the collective agreement between OSSTF/FEESO and the Staff Association.

APPLICATION REQUIREMENTS

1. A letter of application, two references, and a statement of suitability for the position.
2. A curriculum vitae, including both professional and Federation experience.
3. A brief, one (1) to two (2) page reflection on how you might approach the campaign organizing plan laid out in Pillar 1, Project 1, of the OSSTF/FEESO Strategic Action Plan 2024-2027, “Pressurizing Public support for Public Education Funding” (see pages 7-8 in the attached document.)

The Provincial Executive
c/o Office of the General Secretary, Chris Goodsir
Ontario Secondary School Teachers’ Federation
49 Mobile Drive, Toronto, Ontario, M4A 1H5
Email: careers@osstf.ca
Marked “Personal and Confidential”

Applications will be received up to 4:00 p.m. on Monday, May 6, 2024

The Ontario Secondary School Teachers’ Federation (OSSTF/FEESO) is dedicated to equity, anti-racism, and anti-oppression while protecting and enhancing public education. We are committed to cultivating an inclusive workforce that reflects the diversity of our members and our communities. We actively seek and welcome applications from members of First Nations, Métis, and Inuit and equity-seeking groups. In accordance with the Accessibility for Ontarians with Disabilities Act (AODA), OSSTF/FEESO strives to ensure that all recruiting processes are non-discriminatory and barrier-free. If you require an accommodation at any point during the recruitment process, please advise the Recruitment Team where possible, in advance.

OSSTF/FEESO values the participation of members with various lived experiences. Self-identification of membership in equity-seeking or sovereignty-seeking group(s) is voluntary. If you choose to self-identify, please fill out the attached Applicant Voluntary Self-Identification Questionnaire.

Applicant Voluntary Self-Identification Questionnaire

The Ontario Secondary School Teachers' Federation (OSSTF/FEESO) is dedicated to equity, anti-racism, and anti-oppression while protecting and enhancing public education. We are committed to cultivating an inclusive workforce that reflects the diversity of OSSTF/FEESO members and our communities. We actively seek and welcome applications from members of First Nations, Métis, Inuit and/or equity-seeking groups.

OSSTF/FEESO values the participation of individuals with various lived experiences. As part of our commitment to our *Action Plan to Support Equity, Anti-Racism and Anti-Oppression* all applicants are invited to complete the Applicant Voluntary Self-Identification Questionnaire. This questionnaire is voluntary, and you may choose to skip the questionnaire or select "Prefer not to answer" to any of the questions. All information collected is confidential and will only be used to support OSSTF/FEESO's efforts to cultivate a diverse workforce. If you have any questions about the questionnaire, please contact our Human Resources Manager.

- 1) Do you self-identify as First Nations, Métis, and/or Inuit?
 - No
 - Yes
 - Prefer not to answer
- 2) Do you self-identify as a member of a racialized community?
 - No
 - Yes
 - Prefer not to answer
- 3) Do you self-identify as a person living with a disability?
 - No
 - Yes
 - Prefer not to answer
- 4) Do you self-identify as a woman or as gender diverse?
 - No
 - Yes
 - Prefer not to answer
- 5) Do you self-identify as 2SLGBTQI+ (Two-Spirit, Lesbian, **G**ay, **B**isexual, **T**ransgender, **Q**ueer, **I**ntersex)?
 - No
 - Yes
 - Prefer not to answer