
DELAWARE STATE EDUCATION ASSOCIATION

Affiliated with the National Education Association

UNISERV DIRECTOR VACANCY NOTICE

The Delaware State Education Association is seeking applicants for a full-time UniServ Director position. The position is located in the Dover Office. The selected individual will be an organizer at heart with demonstrated leadership ability in developing comprehensive local association programs aligned with the state affiliate's mission and goals. The successful candidate will demonstrate an understanding of Unionism in a changing education environment, along with sound judgment, instincts, and flexibility. In addition, the individual must be able to work effectively with colleagues, work teams, external groups, and state and local association leaders.

Responsibilities:

This UniServ position will work in a team environment with other UniServ Directors within DSEA.

Candidates who will receive consideration should have experience in:

- a) Membership Recruitment and Retention
- b) Organizational Development
- c) Leadership Development
- d) Organizing and Mobilizing Groups to Action
- e) Collective Bargaining (traditional & interest based)
- f) Problem Solving & Dispute Resolution
- g) Skill Development Training
- h) Working with Support Personnel

General Description:

UniServ Directors advise local association leaders and members in their assigned UniServ units. UniServ Directors work on teams and regularly join in county and statewide program delivery, outside of their UniServ Units. They are expected to build relationships with their local leaders, members, colleagues, and the district administrative personnel with whom they work. The work includes building visits with members, grass roots political activities and election campaigns, membership recruitment, negotiations, contract maintenance, leadership identification and training. The workweek regularly exceeds the traditional 40-hour week including some weekends.

Current Situation:

DSEA represents over 13,000 members including teachers, educational support professionals, students, retired school employees, and state public health nurses.

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It has a dynamic elected leadership team, supported by a permanent staff of 26. Building organization capacity at both the state and local association levels is a central part of UniServ work. The major focal points include membership recruitment and retention, leadership identification and development, political action, and advocacy.

The past two years have presented many challenges to DSEA's membership. UniServ Directors have been involved in assisting members and Local Associations transition to the remote work environment at the start of the pandemic and to return to in person learning during the 2021-2022 school year. Looking forward, UniServ Directors will continue to assist members and Local Associations address the challenges presented by the post-pandemic world. Applicants will need to demonstrate their knowledge of education issues along with the skills and ability to address these challenges as we continue to move out of the pandemic.

Essential Knowledge, Skills, and Successful Experiences:

- 1) Ability to Adjust to Diverse Situations
- 2) Advocacy and Labor Relations
- 3) Collective Bargaining
- 4) Communication Skills
- 5) Computer Literacy
- 6) Designing and Implementing Training Programs
- 7) Excellent Speaking and Writing Skills
- 8) Facilitation and Conflict Resolution
- 9) Interpersonal/Human Relation Skills
- 10) Issue, Campaign, and Grassroots Organizing
- 11) Knowledge of Educational Issues
- 12) Organizational & Leadership Development
- 13) Problem Solving

Salary & Benefits:

The successful applicants will be hired pursuant to the Delaware Staff Organization Collective Bargaining Agreement.

Application Deadline: Open Until Filled

Please submit a letter of application, resume, and three references to:

Jeff Taschner, Executive Director
Delaware State Education Association
136 East Water Street
Dover, DE 19901

You may also fax this information to Jeff Taschner at (302) 674-8499 or email him at Jeff.Taschner@dsea.org.

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