

Director of Organizing – Building Stronger Locals

Kansas National Education Association (KNEA) seeks qualified candidates for the Director of Organizing – Building Stronger Locals position.

Position Description: The Director of Organizing – Building Stronger Locals works as part of a two-person organizing team with the Director of Organizing – Recruitment and Retention. Together, these roles share responsibility for advancing KNEA’s organizing strategy, with both shared and distinct areas of focus. This position provides advice and counsel to KNEA members, leaders, management, and staff on using organizing principles to support collective bargaining efforts. It manages key components of the KNEA Training Program related to bargaining, organizing, and leadership, supports the KNEA Membership Program, and oversees KNEA negotiations and research services. This position can be based in either our Topeka or McPherson office, depending on where the selected candidate lives.

Qualifications:

- Bachelor’s degree
- Experience as an educator preferred
- Ability to work with leaders and staff to enhance understanding of organizing and membership recruitment relationships
- Excellent oral and written communication skills
- Proven capability to work with and facilitate groups of people with varying perspectives
- Demonstrated ability to facilitate groups and individuals in managing change
- Strong interpersonal skills that support both independent and team-based work
- Adept at gathering and articulating information for developing specific strategies
- Experience using a range of problem-solving techniques, including interest-based approaches
- Established skills using adult learning theory in planning, presentations, and training
- Capability to use available technology for research, presentations, training, and communication
- Ability to prioritize and organize work to ensure the completion of multiple tasks
- Willing and able to work long hours, including evenings and weekends, as necessary

Position Responsibilities:

- Provide opportunities for leaders and staff to deepen their understanding of organizing in support of bargaining, campaign development, issue organizing, and new unit growth, including strategy and tactic development.
- Advocate for organizing opportunities in every aspect of the association’s program and activities.
- Ensure every element of leadership and bargaining training has an organizing component.
- Develop and coordinate bargaining and research training for staff and members.
- Produce and share timely, relevant data to support bargaining efforts.
- Attend KNEA Board of Directors meetings as requested.
- Develop recommendations for the Professional Negotiations budget.
- Collaborate with staff and leaders to design and lead statewide campaigns focused on improving working conditions and increasing wages.
- Maintain the Collective Bargaining Agreement Reference Manual.
- Use membership trend data to work with local and UniServ teams to develop and implement comprehensive membership plans.
- Keep staff and leaders apprised of membership strategies across the state and in other affiliates.
- Support targeted local membership plans and coordinate follow-up with UniServ Directors.
- Assist with field work of UniServ Directors and support local school site visits, blitzes, and membership campaigns.
- Develop a program for local leaders to build and execute effective New Hire and Back to School events.

- Partner with the communications department to develop and support the social media presence of local Member Organizers.
- Hold regional and statewide trainings to teach locals best practices for organizing.
- Other duties as assigned.

Salary and Fringe Benefits:

- Under the Kansas NEA/Kansas Staff Organization contract
- Salary Range is \$75,400 to \$134,589, based upon experience
- Liberal fringe benefits and leave, as provided in the contract

About KNEA: KNEA is a statewide union, empowering educators to organize for the strong public schools our communities deserve. KNEA works to cultivate fully resourced, supportive, and inclusive public education communities that honor the dignity of all people. Our members include PK-12 educators, higher education employees, education support professionals, aspiring educators, and retired educators.

How to Apply: Qualified candidates should email a cover letter, resume, and three (3) references to Sarah Meyer, Executive Assistant, sarah.meyer@knea.org. Applications must be received by July 15, 2026, at 5:00 p.m. CST.

KNEA is an Equal Opportunity Employer.

We celebrate diversity and are committed to creating an inclusive environment for all employees. We encourage applications from people of color, women, LGBTQ+ individuals, people with disabilities, veterans, and others who strengthen and expand our perspectives and experiences.