

# TEXAS GULF COAST AREA LABOR FEDERATION — AFL • CIO —

2506 Sutherland Street \* Houston, TX 77023 \* (713) 923-9473 \* [www.gcaflcio.org](http://www.gcaflcio.org)

## **JOB OPENING: Lead Organizer**

*The Texas Gulf Coast Area Labor Federation (TGCAFL), AFL-CIO, a coalition of 92 unions and their 59,000 union members in the Houston region, seeks to hire a **Lead Organizer** to start immediately. The primary responsibility of the Lead Organizer will be to support local union organizing efforts in the Houston region through the Presidents Organizing Initiative table. This includes providing training, research, and other assistance to unions seeking to expand internal and new organizing. Additionally, the Lead Organizer will work with TGCAFL staff to support growth and policy campaigns, such as the Build Houston Better campaign, campaigns centered around the human rights plan for the 2026 World Cup, and provide support for projects led by the Texas Climate Jobs Project.*

### **RESPONSIBILITIES:**

#### **Organizing support**

- Support local unions involved in President's Organizing Initiative (POI) table
  - Recruit new local unions to participate in collaborate organizing efforts
  - Train POI locals' leaders, staff, and activists in core organizing skills in collaboration with the AFL-CIO's Growth hub
  - Provide support to local union organizing drives where gaps exist

#### **Supporting growth and policy campaigns**

- Provide logistical and organizational support for labor-community policy, research and communications hub currently under development
- Support local unions involved in Build Houston Better (BHB) campaign
  - Work with local unions involved in BHB campaign to ensure effective implementation of workforce standards already implemented by local governments
  - Identify, evaluate, and support efforts to expand implementation of BHB standards in other local jurisdictions
- Support local unions involved in campaigns centered around the 2026 World Cup human rights plan
  - Support local unions organizing to raise workforce standards on World Cup 2026 projects
  - Work with local unions to identify organizing opportunities
- Lead efforts to ensure effective implementation of Bipartisan Infrastructure Law, Inflation Reduction Act, and other pro-worker federal legislation in the Gulf Coast region in collaboration with TGCAFL staff, union leaders, community allies, and local elected officials
- Provide assistance to labor-community initiatives led by Texas Climate Jobs Project
- Provide assistance to workforce development initiatives where needed

#### **Other duties as assigned**

### **ESSENTIAL QUALIFICATIONS**

- Experience working as a union organizer or other closely-related role and in-depth understanding of worker organizing;

- Proven ability to effectively coordinate and provide support to coalition efforts based on needs expressed by coalition members;
- Strong verbal communication and presentation skills and ability to clearly and succinctly provide information to coalition members;
- Experience coordinating and/or leading trainings for leaders, staff, and activists;
- Ability to handle multiple “priority” projects simultaneously and meet established deadlines;
- Strong research skills;
- Advanced writing and computer skills;
- Strong interpersonal skills; experience and ability to work with people from diverse backgrounds, including union staff at all levels;
- Ability to ascend and descend stairs, walk through large work sites, and participate in marches and demonstrations that can be at least three to four hours in duration;
- Valid driver’s license and car with insurance required;
- Some overnight travel to other East Coast locations may be required.

**PREFERRED QUALIFICATIONS**

- Bilingual English/Spanish preferred

Compensation: Base salary \$65,000-70,000 depending on qualifications and experience. Benefits include high quality, employer-paid medical, eye, and dental insurance; generous paid time off benefits; workplace flexibility; 10% employer contribution to retirement plan on top of base pay; and option of voluntary contributions to 401(k) plan.

This position is based in Houston, TX.

Please email cover letter explaining your interest and qualifications plus resume with subject line “Lead Organizer Resume” to [jobs@gcaflcio.org](mailto:jobs@gcaflcio.org).

The Texas Gulf Coast Area Labor Federation, AFL-CIO is an equal opportunity employer.