



## **Communications Director**

The Montana AFL-CIO is seeking a Communications Director to coordinate internal and external communications, engage union members, support on the ground organizing and campaign efforts, and help ensure that working Montanans can build power in their workplace, at the ballot box, and beyond.

## **About the Montana AFL-CIO**

The Montana AFL-CIO is a federation of 38 unions and over 500 locals collectively representing over 50,000 working Montanans. Our membership includes workers in public and private sector jobs, from teachers and state employees, to nurses and construction workers. We are proud to be the largest and most diverse organization working to achieve economic justice for working people and their families, regardless of whether they enjoy the benefits of a collective bargaining agreement.

## **Job Description**

The Montana AFL-CIO will be hiring a new Communications Director to assist in building and supporting Montana's labor movement. This is a core staff position and is covered by a collective bargaining agreement. This position is central to the coordination efforts of the broader labor movement in Montana and will work closely with affiliated unions and labor councils to support programmatic efforts to grow and strengthen the Montana Labor Movement through on-the-ground actions, narrative building, communications, and organizing.

## **Responsibilities**

- Develop and implement communications strategies for a diverse set of operations including but not limited to public relations, electoral campaigns, organizing drives, and labor disputes.
- Maintain positive press relationships with traditional and new media.
- Manage member-to-member communications.
- Maintain the Montana AFL-CIO's website.
- Manage the Montana AFL-CIO's email program.
- Secure earned media opportunities.
- Manage social media channels and develop digital content.
- Create direct mail pieces and physical communication pieces.
- Execute paid digital media campaigns.
- Draft op-ed copy in addition to managing letter-to-the-editor campaigns.
- Assist the Executive Secretary and Political Director in legislative and electoral efforts.
- Write speeches and talking points as needed.
- Assist affiliate unions with media and social media programs.

- Assist in planning and implementing campaign efforts to support union-endorsed measures and candidates.
- Work to enhance and strengthen Rapid Response Team efforts to effectively engage in policy advocacy at the federal, state, and local level.
- Other duties as assigned to further the purpose of the organization.

### **Required Qualifications + Experience**

- Demonstrated ability to connect with people at all levels.
- Must be self-motivated while also functioning well as part of a larger team.
- Excellent attention to detail and commitment to seeing a project through to completion.
- Exceptional communication skills, both written and oral.

### **Nice to Have Qualifications + Experience**

- Experience working with labor unions, an understanding of Montana's labor history, and or a background in communications specifically geared toward labor economics that benefit working families.
- Experience with voter databases and voter contact programs.
- Experience with electoral campaigns, including candidate or issue campaigns.
- Volunteer engagement and management experience.
- Graphic design experience.
- Direct mail experience.

*We understand that the right candidate may have experience in different areas. If you don't meet all the requirements above but have an interest in learning, we still encourage you to apply.*

### **Compensation + Job Details**

This is a permanent position and is covered by a collective bargaining agreement under LiUNA 1686. Compensation includes: salary as per CBA (\$70,000-\$75,000/yr), longevity pay, health insurance, dental insurance, pension, disability and life insurance. Employees will receive mileage reimbursement for out-of-town travel, as well as paid sick, vacation days and parental leave as designated by our collective bargaining agreement. The position will be located in Helena, Montana.

### **How to Apply**

**Applicants will be accepted until the position is filled, but we encourage applications to be submitted by January 16th, 2025.** To apply, please email a cover letter, resume, and contact information for three professional references to Lorri Nisbet at [lorri@mtaflcio.org](mailto:lorri@mtaflcio.org). To ensure your submission is properly routed, your email should include "Communications Director" in the subject line.

*The MT AFL-CIO is an equal opportunity employer. Qualified individuals are encouraged to apply without regard to race, color, religion, gender, gender identity or expression, pregnancy, sexual orientation, age, national origin, marital status, citizenship, disability, veteran status or any other protected characteristic as established under law.*