



International Brotherhood of Electrical Workers • Local 46  
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**Posting for OPEN position #2 of NEW Local 46 Organizer  
March 14, 2022**

***The IBEW 46 Organizing Department needs to expand in order to cover all the organizing opportunities across our jurisdiction! As a result, Business Manager / Financial Secretary Sean Bagsby has approved this posting for the following NEW Open Position:***

**1. Organizer / Membership Development**

**Organizer / Membership Development:**

***The duties and job descriptions are as follows:***

The Organizer / Membership Development person will have the primary responsibility to work with the Organizer Team to strengthen the current Membership, and grow the ranks of Local 46! This will be a full-time position, with weekly obligations that exceed 40 hours per week. The Organizing Team works as a single cohesive Unit, so additions to the Team must be able to work well with other strong personalities. All candidates must be committed to the Local Union, and focused on performing the functions of the position for the betterment of ALL of Local 46. All Organizers will be provided training and all tools needed to perform at the HIGHEST level on behalf of Local 46 and Members.

**Duties will include but are NOT limited to:**

- 1) attending classes and training programs to learn many techniques and strategies involved with Organizing Campaigns; both internal and external
- 2) review and process various data streams, contractor reports, state data bases, and other mediums to evaluate industry trends and identify organizing opportunities
- 3) coordinate organizing plans and activities with entire Organizing Team
- 4) must be able to take direction from current Organizing Staff Team members under the direction of Lead Organizer Nick Genton
- 5) facilitate visits to non-signatory employers and meet with various groups of not yet organized workers from many classifications
- 6) develop and carry out organizing action plans with both short- and long-term goals
- 7) provide weekly data entry and reports with local and national databases to track organizing efforts
- 8) attend and coordinate meetings with Organizers from other various regional IBEW Local Unions

- 9) cooperate with International Organizing Staff on joint campaigns and activities
- 10) work well with various personalities and Staff Team members with various skill sets to accomplish common goals
- 11) attend monthly Unit and General Meetings and provide mandatory reports to the Membership
- 12) attend Regional Organizing / Membership Development Team meetings when required outside of Local jurisdiction with efforts to grow the Local
- 13) when assigned, must be willing to travel to any jobsite or employer within the jurisdiction of Local 46
- 14) assist Business Manager and Local Union Committees to focus on Internal Membership Development and Volunteer Organizing Committee
- 15) must be a TRUE Team Player; willing to work collaboratively with Team Members from various backgrounds, skill sets, and priorities to accomplish common goals**
- 16) uphold and Adhere to the IBEW Constitution and Local 46 Bylaws
- 17) uphold and Adhere to all Local 46 Policies and Procedures
- 18) must have a positive attitude, willing to overcome daily obstacles to always move the department forward
- 19) assist with periodic Saturday hands-on new member test administration
- 20) participate with facilitation of New Member Orientation Training (NMOT)
- 21) assist with the Membership Volunteer Organizing Committee (MVOC) projects and assignments
- 22) other duties as assigned

**Other details about position:**

- Per the IBEW Constitution All Staff Organizers are hired by the Business Manager to fulfill the Local Union obligations as outlined in the Constitution.
- Compensation will be in accordance with Local 46 Bylaws.
- All expenses related to Union Business will be covered by Local 46.

**All applicants SHALL meet the following requirements:**

- 1) Must be a Journey Level Classification of Local 46 for at least two (2) years
- 2) Must be a Member of Local 46 in good standing for at least five (5) years
- 3) Must provide Four (4) character references from Local 46 Members

- 4) Must provide Three (3) examples of activities they VOLUNTEERED on behalf of the Local (organizing blitz, career fair booth staffing, community service, Job Steward, door knocking, etc.)
- 5) Provide a detailed resume AND include Union and labor - related trainings
- 6) Provide a written statement up to 500 words explaining **WHY** they are the **BEST** candidate for this position
- 7) Must have a basic understanding of the various LU 46 Pension and Healthcare Plans to respond to questions from organizing candidates

**The Business Manager would like ALL active Members who meet these qualifications and who feel they can serve the Membership and Local 46 in this capacity to PLEASE APPLY!**

**This position will be posted as OPEN from 10:00 A.M. Monday March 14 UNTIL 4:00 P.M. Friday March 25.**

**Depending on the number of candidates, this date MAY be extended.**

All candidates are to submit their resume, references, and other documents VIA email to: [charlotte@ibew46.com](mailto:charlotte@ibew46.com).

**All submissions will be reviewed to confirm all applicants meet the position requirements. Applicants will be contacted the week of April 4<sup>th</sup> to begin scheduling interviews.**

**The Interview process shall be as follows:**

- **ALL Qualified applicants shall have an initial interview by a panel of five (5) people to include Staff Organizers, and Business representatives.**
- **The interview panel will determine list of finalists.**
- **Finalists will advance to second round of interviews (if needed).**
- **Business Manager and Interview Panel shall review and interview finalists.**
- **Final candidate MUST be able to fit in with current Staff Team!**
- **Business Manager will have the OPTION to select the NEW Staff Organizer!**

**Process and Interview does not guarantee a candidate will be selected from given pool.**

If you have any questions regarding this process, please contact Executive Assistant to the Business Manager Charlotte Gitchel at [charlotte@ibew46.com](mailto:charlotte@ibew46.com).

Thank you for your attention, and PLEASE apply!



Sean Bagsby  
Business Manager / Financial Secretary  
IBEW Local 46