

May 11, 2026

INTERNAL/EXTERNAL POSTING

Job Title: UniServ Director
Location: Northcentral Wisconsin
Classification: Professional Staff, Category III

The Wisconsin Education Association Council (WEAC) is seeking applicants for the position of full-time UniServ Director (aka Union Representative). Minorities and females are encouraged to apply.

Service Area

The northcentral area is made up of 60 units (teacher and ESP). The UniServ Director will work hand-in-hand with the Organizing Directors, other UniServ Directors and members, to advocate for students, the education profession and communities.

Job Duties

Assist WEAC locals in matters of:

- Organizing
 - Coordinate organizing campaigns for all assigned local unions.
 - Lead efforts to build membership.
 - Develop action plans for successful recertification elections and campaigns.
 - Organize and coordinate sustainable relationships with school districts and the community.
 - Work with locals to recruit and support recommended candidates for school board.
 - Program development and internal membership promotion to increase member involvement.
 - Foster a high participation approach to bargaining.
 - Organize non-members and develop viable local affiliates.
 - Develop strong affiliates.
 - Advocate for appropriate funding of public schools.
- Negotiations and professional rights and responsibilities, including grievances
 - Develop Professional rights and responsibilities (aka grievance) committees in member locals.
 - Work with locals to recruit worksite representatives and provide training and coaching to those representatives
 - Provide or ensure the provision of high-quality counsel, advice, and representation to individuals in member locals.
 - Assist members on plans of improvement.
 - Participate in and foster coordinated bargaining
- Leadership Development
 - Recruit and develop leaders at the local and council level.
 - Develop training and meeting opportunities for local leadership.
 - Provide training for locals, both by yourself and together with other WEAC staff and leaders.

Qualifications

Required

- BA or equivalent work experience.
- Experience in organizing members and in successful membership campaigns.
- Experience in collective bargaining, meet and confer, and/or labor-management meetings.
- Experience in issue and/or grievance advocacy
- Knowledge of computers, skills in using spreadsheets, word processing, and other software programs
- Current driver's license, insured vehicle in good driving condition and ability to travel throughout Wisconsin to engage with assigned locals, members and potential members.
- Willingness to commit the time and energy necessary to meet the extensive demands of the job.
- Willingness to travel, work nights and weekends, as assigned.
- Ability to promote and adhere to the policies and procedures adopted by the NEA and WEAC Board of Directors and Representative Assembly
- Ability to maintain the confidentiality of individual member(s) concerns in a professional and confidential manner.
- Perform all duties in a professional and competent manner.

Preferred:

- Experience as an association leader in education (local, UniServ, state, or national) or other public or private sector unions.
- Association or Union staff experience.
- Knowledge of professional development concepts and experience in training adults.
- Experience in political action.
- Working knowledge of Wisconsin public sector labor laws, as well as labor relations law related to the membership recruitment, representational petition campaigns and elections.
- Higher level degree or coursework.
- Knowledge of school law, school finance, and educational issues.
- Experience in public relations and community organizing.

Salary and Fringe Benefits: Competitive salary as negotiated between the WEAC and the United Staff Union (USU) Professional Staff. Fringes include, but are not limited to, health, dental, life, vision and long-term disability insurance; liberal retirement package; vacation/sick/personal leave; childrearing leave; auto allowance; training funds. Salary range of \$98,000-\$135,000, based on experience.

Deadline for Applications: Please submit a letter of application detailing your experience in the areas of responsibility outlined above, resume, and the names of three professional references to Jill Hein at HeinJ@weac.org. This position is open until filled; however, the posting/acceptance of applications may close at any time.

Beginning Date: As soon as possible.

The Wisconsin Education Association Council provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, veteran status, or genetics.