



Wisconsin Education Association Council

Director of Field Services

Based in Madison, WI

Position Title: Director of Field Services

Reports to: WEAC Executive Director

Date: September 25, 2026

Who we are:

The Wisconsin Education Association Council (WEAC) represents thousands of public educators and over 600 locals across the state. Our members are public school educators, technical college system instructors and education support professionals. As a member-driven organization and the largest union in Wisconsin, our collective power makes WEAC an influential voice for educators, students, and their communities. We are proud to be an advocate for social, racial, and economic justice and for a public education system that provides a key cornerstone of democratic societies.

Major Responsibilities:

The Director of Field Services supervises the regional staff organizer teams who work across the state. The staff organizers are responsible for working with member leaders on contract campaigns, school district budget campaigns, as well as local and statewide priorities. The Director of Field Services is also responsible for developing and administering programs to promote and deliver the full range of WEAC/NEA services to affiliated local associations and members.

Essential Job Functions:

- Supervises assigned personnel, conducts performance reviews, and makes employment related recommendations.
- Develops a strategic vision and plan for strengthening locals and connecting rank and file members to the life of the union.
- Continually assess the needs of local affiliates.
- Reviews staff assignments on a regular basis to ensure an equitable distribution of the workload among the staff.
- Fosters a team environment.
- Communicates needs for legal assistance to the Executive Director and the legal team.
- Assists in the writing and dissemination of membership materials.
- Monitors expenditures and makes budgetary recommendations.

- Works cooperatively with the Public Affairs department to develop, coordinate and execute grassroots political action programs.
- Identifies the training needs of members and develops programs to address those needs.
- Identifies the training needs of field and support staff and works with the Executive Director to address those needs.
- Assumes responsibility for special project assignments as determined by the Executive Director.
- Oversees the maintenance of accurate information on locals within the region including local officers, status of contracts and membership enrollment.
- Maintains up to date knowledge of current labor relations practices, case finding, statutes and regulations.
- Carries out Association policies and personnel procedures.
- Serves as a liaison to member governance committees.
- Attends WEAC Board of Directors meetings.
- Contributes to building a unified and powerful statewide union dedicated to social, racial, and economic justice.
- Performs related functions as required.

Qualifications:

- Bachelor's Degree. Master's Degree preferred.
- Minimum of five years of experience in representing unions in public sector collective bargaining, organizing, and contract administration.
- Ability to develop and implement comprehensive organizing plans that include rank and file leadership development, data analysis, messaging, power analysis, and benchmarks and assessments
- Demonstrated willingness and ability to work in a positive, creative, and productive manner with staff and elected leaders in the development and implementation of programs and long-range plans.
- Understanding of the importance of political and community action as it relates to the state association and affiliates.
- Knowledge and support of democratized forms of bargaining, such as open bargaining and bargaining for the common good.
- Experience in organizing and a commitment and ability to work on the creation and implementation of strategic action programs through the Field Services department, in coordination with other departments.
- Understanding of key concepts and commitment to dismantling systems of oppression that create inequity by race, class, and gender
- Well-developed written and verbal skills; effective public speaker.
- Ability to effectively motivate and lead staff, elected leaders and members.
- Knowledge of the laws and regulations which relate to the membership, affiliates, and the WEAC.
- Understanding of and commitment to a vision of a labor movement that advances social, racial, and economic justice and a common good agenda

- Willingness to accept responsibility and ability to make swift, sound decisions.
- Excellent interpersonal skills for facilitating decisions with individuals and diverse groups, and for mediating and resolving disputes between individuals and groups.
- Proficiency with MS Word, Excel, Access, PowerPoint, and e-mail systems.
- Shall promote and adhere to the policies and procedures adopted by the WEAC Board of Directors and Representative Assembly.
- Ability to maintain the confidentiality of individual member(s) concerns in a professional and confidential manner.
- Willingness and ability to work long hours, nights and weekends, and travel statewide and nationally, as required.
- Ability to respond to situations in various geographic locations on short notice. Personal automobile and Wisconsin Driver's license.

Salary and Fringe Benefits: Competitive salary (\$152,000-\$162,000) and benefit package including, but not limited to: health, dental, life, vision, and long-term disability insurance. Liberal retirement package, including post-retirement health care benefit; automobile benefit; vacation, sick and personal leave and training funds.

Location of Employment: WEAC Office, 33 Nob Hill Road, Madison, WI, 53713. Optional hybrid work schedule.

Applications: Please submit a resume, letter of interest detailing your experience in the areas of responsibility outlined above, and three letters of recommendation in which the reference describes their direct knowledge of the work or experience of the candidate. Interviews will be conducted as applications are received. This posting will remain open until filled.

Wisconsin Education Association Council
 ATTN: Jill Hein
 33 Nob Hill Drive
 P.O. Box 8003
 Madison, WI 53708-8003
 (Reference: Director of Field Services)
 email application: HeinJ@weac.org

WEAC Mission Statement

The members of the Wisconsin Education Association Council advocate for great public education for the common good.

The WEAC is an equal opportunity employer and encourages applications from all qualified candidates regardless of gender, race, ethnicity, age, sexual orientation, marital status, religion, or disability. We celebrate diversity and are committed to creating an inclusive environment for all staff.

[Know Your Rights: Workplace Discrimination is Illegal](#)