New York State Nurses Association

JOB POSTING AND DESCRIPTION:
STAFFING IMPLEMENTATION-COORDINATOR– NYC Area

The New York State Nurses Association represents more than 42,000 members in over 150 hospitals, nursing homes, public health departments, city agencies and school districts across New York State. We are New York’s largest union and professional association for registered nurses, and a bold, progressive force in the fight for economic, social and racial justice. We are leaders in the fight for healthcare as a human right, and NYSNA has been on the frontlines of the COVID-19 pandemic, defending the public’s health and pushing for measures to prevent a resurgence of this deadly virus.

OVERVIEW
The Staffing Implementation-Coordinator is a leadership position reporting to NYSNA’s Field Director. The two will work closely together to implement the new NYS-mandated staffing process as expressed in NYS AB108b/SB1168 (“Staffing Law”). The Coordinator will work across different hospital systems and geographic areas while interacting with Field, Political, Labor Education, and Nursing Education and Practice staff. The Coordinator will help oversee the Union’s overall Staffing Law program, develop and lead train-the-trainer programs on how to succeed on NYSNA’s staffing priorities in an interest-based bargaining/consensus decision-making environment, develop and oversee Staffing Law implementation checkpoints, goals, and metrics, and coordinate NYSNA’s overall Staffing Law enforcement program.

GENERAL RESPONSIBILITIES
- Serve as the project leader for implementation of the Staffing Law’s programs from NYSNA’s perspective
- Train and develop Area Directors, field staff, and key member leaders on how to properly understand and navigate interest-based bargaining and consensus decision-making
- Coordinate all-field staff meetings, regional team meetings, and member town halls to review and plan the work on Staffing Law implementation and enforcement
- Ensure rank-and-file member participation in all Staffing Law work
- Plan and track table representation of NYSNA members for all state-mandated Staffing Law bargaining, along with Area Directors
- Develop and lead coordinated campaigns with the Area Directors around regional/multi-employer Staffing Law proposals
• Serve as the main NYSNA staff contact and coordinator at the Statewide Staffing Committee
• Work closely with senior staff to execute the strategic plan of the organization under the overall leadership of the Executive Director and the rank-and-file Board of Directors
• Provide input on performance evaluations of staff involved in the Staffing Law project
• Monitor the Staffing Law program budget and expenses

QUALIFICATIONS
• Experience managing large projects across multiple departments required
• Experience establishing, maintaining, and successfully completing large scale campaigns with members and active workplace committees
• Significant experience working in interest-based and consensus decision-making bargaining
• Demonstrated ability to bring a diverse array of viewpoints, opinions, and backgrounds together into successful campaigns with common goals and a unified vision
• In-depth understanding of what’s required to shepherd local issues into concrete campaigns and ultimately agreements
• Although this job is based in New York City, successful candidates will be able to work in all parts of New York as part of the union’s statewide Staffing Law strategic plan.
• RN Required
• Bachelors and Masters’ Degree preferred

NYSNA is committed to fostering an organizational culture of diversity and inclusion. Women, people of color, individuals with disabilities, and members of the LGBTQIA+ community are strongly encouraged to apply.

Note: Every effort has been made to make this position description as complete as possible; however, it in no way states or implies that these are the only duties required of the position. The omission of specific statements of duties does not exclude them from the position if the work is similar, related, or is a logical assignment to the position.

TO APPLY:
All interested candidates should e-mail their resumes and cover letters to: Employment@nysna.org, Subject: “Staffing Implementation-Coordinator”