



ALASKA STATE EMPLOYEES ASSOCIATION

American Federation of State, County & Municipal Employees Local 52

POSITION ANNOUNCEMENT

EXECUTIVE DIRECTOR ASEA/AFSCME Local 52, AFL-CIO

ASEA/AFSCME Local 52, AFL-CIO, is currently accepting applications for the position of Executive Director. This position is based at ASEA Headquarters in Anchorage, Alaska, serving the interests of public service workers employed by the State of Alaska and multiple municipalities and boroughs around the state.

The Executive Director leads a strong, established union with a proud history of organizing, advocacy, and activism. ASEA is committed to promoting, protecting, and enhancing the wages, benefits, and working conditions of its members. The position will advocate for workers' rights, oppose anti-worker initiatives, and engage in the political process to elect leaders who support working families.

The Executive Director serves as ASEA's Chief Executive Officer and works closely with members, staff, and the local's State Executive Board to advance the union's mission and priorities. The Executive Director carries out ASEA's strategic direction in accordance with the constitutions of ASEA and AFSCME.

The Executive Director serves at the pleasure of the ASEA Executive Board. The Executive Board is composed of 13 elected members representing various geographical and occupational groups within the State of Alaska General Government Unit, the City and Borough of Sitka, the Fairbanks North Star Borough, and the Municipality of Anchorage.

JOB SUMMARY

Within the limits of authority set by the ASEA Constitution and policies established by the ASEA Executive Board, the Executive Director is responsible for the operational and administrative functions of the Union.

This position is directly responsible for overseeing the operating budget and operations of ASEA, as well as overseeing negotiations, legislative lobbying, political action and organizing efforts. The position serves as the appointing authority for all ASEA staff.

JOB DUTIES

- Execute the mission of ASEA/AFSCME to advocate for excellence in services for the public, dignity in the workplace, and opportunity and prosperity for all workers.
- Work with the Executive Board to develop strategic direction for ASEA.
- Advise the Executive Board and ASEA Chapter leaders on key policy and operation issues.
- Ensure the development of operational capacity, including, appropriate use of technology and communication processes.
- Recommend an annual budget to the Executive Board.
- Ensure that operations, programs, and activities are managed within the budget approved by the Executive Board.
- Ensure effective collective bargaining and contract administration.
- Serve as the chief public spokesperson of our union and ensure a comprehensive public relations and member outreach strategy.
- Ensure our union maintains both an internal and external organizing program based on best practices.
- Ensure our union has a strong lobbying and political action program.
- Build and manage relationships essential to advancing the success of ASEA, including relationships with the Governor, the Legislature, and local government elected officials.



- Supervise and direct staff in carrying out program goals and objectives consistent with the mission and direction established by the Executive Board.
- Maintain a work environment that serves our membership and attracts, retains, and motivates a diverse staff of top-performing individuals.
- Negotiate staff contracts with the staff union for ASEA Executive Board approval.
- Collaborate closely with AFSCME International leadership and staff to maximize use of International Union resources to build ASEA programs and campaigns based on best practices.
- Build and maintain strong collaborative partnerships with the other public and private sector labor unions.
- Develop strong relationships with coalition partners to advance the interests of our members and all workers.
- Create and maintain an effective member centered focus in all programs and functions.

EDUCATION, EXPERIENCE & KNOWLEDGE

- A minimum of ten years of experience in leadership, organizing, collective bargaining, politics, and/or policy and staff management.
- A bachelor's or advanced degree in a related field, and/or equivalent leadership experience handling negotiations, legislation, political action, and organizing.
- Proven experience serving as a contract negotiator, demonstrating a thorough understanding of the art of negotiation, the ability to effectively mentor others to build a strong negotiating team, and the skills required to design and implement contract campaigns based on member activism.
- Previous political, legislative, public policy, and communications experience.
- In-depth knowledge of financial planning and previous budget management experience.
- A leadership style which is hands-on, membership driven, transparent, and all-inclusive.
- Ability to speak, listen and write in a clear, thorough, timely manner using effective and persuasive communication tools and techniques.
- Demonstrable ability to create and execute strategic plans.

PROBLEM SOLVING AND CREATIVITY

- Ability to identify, develop, and implement solutions to unique issues, questions, and problems that have little or no precedent.
- Problem-solving skills to facilitate discussions and work with members and leaders with competing objectives.
- Ability to convey complex information and facilitate consensus in a positive and cooperative manner to achieve objectives.

WORKING CONDITIONS

- Work is performed in a variety of settings. Travel away from home and extended work hours are required, including evenings and weekends with travel throughout Alaska and occasional travel to the lower 48. Additionally, this position requires a valid driver's license, auto insurance, and an automobile.

We offer a competitive salary (\$150,000 - \$195,000 DOE) and excellent benefit package. Deadline for applying is FRIDAY, SEPTEMBER 18, 2026, AT 5:00 P.M. (AK standard time)

For immediate consideration please send your resume, cover letter, and salary requirements to Administrative Specialist Suyene Dallman at recruitment@asea52.org using the subject title: 'ASEA Executive Director'.

All questions regarding this position should be directed to Chuck Stewart, President of the ASEA Executive Board, at recruitment@asea52.org.

ASEA/AFSCME Local 52, AFL-CIO is an Equal Opportunity Employer

