

Position: Contract Lead Summer Member Organizer with [North Carolina Association of Educators](#)

- **How to apply:** Please submit an application at the following link: <https://link.ncae.org/2026SMOApp>
- **Compensation and Hours:** \$30/hour M-TH (30-35 hours), mileage reimbursement, daily pay during Lead/SMO Training (\$240/day)
- **Application Deadline:** Applications are rolling and due by **Monday, March 22nd, 2026**. Priority will be given to applicants who apply by **Friday, February 6, 2026**.
- Please email runda.alamour@ncae.org with any questions

The position

The North Carolina Association of Educators seeks dedicated members to fill multiple contract Lead Summer Member Organizer positions. Lead Summer Member Organizers are motivated, dedicated leaders eager to go above and beyond in growing the membership and building the power of their locals to win the learning and working conditions our students and public school staff deserve.

Summer Member Organizers will be on the vanguard of bringing a tried and true labor organizing tactic—home visits—to building educator voice and power here in North Carolina. SMO's will have the opportunity to learn valuable organizing skills that they can carry with them back to their worksites.

Why Should You be a Lead NCAE Summer Member Organizer?

There's never been a better time to build educator voice and power through NCAE. Over the last three summers, our members have knocked on *thousands* of doors and recruited *over 1000* members while also getting valuable organizing training and one-on-one coaching. This program has launched the leadership of SMOs who have gone back to their worksites to recruit members, become building/worksites leaders, build organizing committees, design and run campaigns, and even run for local and statewide NCAE office. Former SMOs are also on NCAE's member organizer list and contacted for statewide opportunities like membership blitzes, organizing training facilitation, etc.

As a Lead Summer Member Organizer, you have the opportunity to grow the next bench of NCAE leaders in buildings across the state while having your own leadership supported by a skilled lead. The skills Lead SMOs practice this summer build confidence and preparedness to build member capacity in your own local throughout the year.

Responsibilities Include:

- Participate in Summer Member Organizer Lead Team trainings and meetings
- Help train Summer Member Organizers
- Coordinate the work of a team of Summer Member Organizers
- Coach and debrief with assigned Summer Member Organizers through weekly 1:1's, debriefing side by side organizing conversations at home visits, conducting individual and team debriefs and prebriefs, and more
- Participate in regular SMO debriefs and team activities with the SMO team
- Support Summer Member Organizers in execution of program logistics, including work plans and hours tracking, data entry, and more
- Other duties as assigned to support the implementation of the Summer Member Organizers Program

Skills and Qualifications:

Required Qualifications

- **NCAE Membership in good standing at the time of application**
- Strong commitment to building power through union membership
- Strong interpersonal skills
- Enthusiasm for and commitment to building union membership and power
- A willingness to engage with colleagues and other workers via house visits, canvassing, phone conversations and worksite visits

- A willingness to participate in trainings and team activities
- A willingness to challenge yourself and others
- An eagerness to learn, grow, and sharpen your organizing skills
- Valid driver’s license
- Access to a mobile device
- Be committed to participating in local meetings, activities and organizing efforts and enthusiastic to be a part of building your local union during and after the conclusion of the Summer Member Organizer Program

Preferred Qualifications:

- A demonstrated track record and history of success as an organizer
- A demonstrated track record and history of success coaching and training new organizers

Duration:

- The position will run from May 15th-August 10th, 2026.
 - **Note:** May work includes 1 virtual evening meeting and a weekend training May 15-17. June work includes occasional virtual training prep prior to the main program start on June 16.

Required Training:

- The Summer Member Organizers Lead program will begin with mandatory, paid training on May 15-17. Lodging, meals, and mileage reimbursement provided.
- June 16-18, 2026 will be required SMO training. Travel expenses associated with this training will be covered by NCAE or reimbursed, including mileage, hotel rooms for participants commuting, and food. Free childcare will be provided at the training.

Sample Schedule:

Example Work Schedule (choice of 3 or 4 canvassing shifts/week):

Mon	Tue	Wed	Thur
9:30 AM-10:30 AM Statewide SMO Team Meeting (Virtual)	1:1s with your SMOs	9:30 AM-11:30 AM Organizer School (Virtual)	9:30 AM - 10:30 AM Lead Team Debrief (Virtual)
3:30 PM-8:30 PM Launch, Canvassing, Debrief	3:30 PM-8:30 PM Launch, Canvassing, Debrief	3:30 PM-8:30 PM Launch, Canvassing, Debrief	1:1 with your Staff Lead 3:30 PM-8:30 PM Launch, Canvassing, Debrief

NCAE is an equal opportunity and affirmative action employer. All qualified applicants will receive consideration for employment without regard to age, color, disability, gender, gender expression, gender identity, genetic information, national origin, race, religion, sex, sexual orientation, or status as a protected.

Current and former/retired NCAE members, SNCAE members, women, people of color, and LGBTQIA+ people are strongly encouraged to apply. Interested applicants committed to a strong public educators’ association who meet many but not all of the qualifications are encouraged to apply.

Individuals with disabilities requiring disability-related accommodations in the application and interview process, please call Angela Schell in Human Resources @ 919-755-5541.