

Job Title: Senior Advisor to the Mayor for Labor

Description:

Overview:

The Senior Advisor for Labor will oversee, manage, and balance roles in the following core areas: labor issues involving City of Somerville employees and departments and labor issues involving private sector workers. The Advisor will look for and build opportunities to make worker advocacy and economic justice a key feature of the Mayor's Office – both as a standalone policy area and as a component, where possible, in all other policy areas.

Responsibilities:

The ideal candidate will help shape and execute Mayor Wilson's vision. As a key advisor role in the Mayor's Office, the Senior Advisor for Labor will set forth a more expansive view of labor for the City of Somerville. The Advisor will serve as a confidential advisor to the Mayor with respect to collective bargaining, labor relations, and worker advocacy and serve as a liaison to both internal and external labor organizations. This role requires strong problem-solving and relationship-building skills, with a strong knowledge of the principles and practices of labor relations and an ability to relate well with individuals from a wide variety of backgrounds and identities. Successful candidates will have a style that is purposeful and directed at accomplishing a variety of tasks effectively and respectfully. The working environment will present a great deal of challenge and pressure. People and challenges must be handled with care, confidence, and determination.

Qualifications:

- Ten or more years of labor relations policy and leadership experience operating and influencing effectively across organizations/departments and within complex contexts required.
- At least five years of direct people and team management experience.
- Experience in a unionized environment.
- Ability to use a variety of advanced conflict resolution techniques to guide departments through options to successfully resolve employee conflicts.
- Exceptional organizational skills and the ability to balance scores of tasks in a fast-paced environment with constantly changing priorities.
- Demonstrated leadership, change management, and verbal and written communication skills.
- Must possess excellent critical thinking and problem-solving skills, and ability to maintain composure in stressful situations.
- Ability to exercise outstanding judgment and significant patience, understanding and empathy, recommend solutions in a tactful and professional manner, and maintain the integrity of confidential information.
- Outstanding interpersonal skills - able to work with and be inclusive of diverse interests and backgrounds.
- Knowledge of Somerville is a plus.