

Montana Nurses Association – Labor Project Organizers

Location: Billings, Montana

Position: Temporary Full-Time and Part-Time – No Employee Benefits

Reports to: Labor Program Director

The Montana Nurses Association (MNA) is seeking a motivated Union Project Organizer to support registered nurse organizing and workplace advocacy efforts in Billings and the surrounding area.

The primary focus of this position is organizing and building nurse power in Billings, including supporting MNA's current and future organizing efforts in the region. The Organizer will work directly with frontline nurses, workplace leaders, MNA staff, local union leaders, and labor partners to build relationships, develop nurse leaders, increase member engagement, and support organizing and collective bargaining efforts.

Key Responsibilities

- Build strong relationships with nurses and support workplace organizing campaigns in the Billings area.
- Conduct one-on-one organizing conversations and workplace outreach.
- Recruit, develop, and train nurse leaders and member activists.
- Support member engagement, organizing campaigns, contract campaigns, and collective bargaining activities.
- Assist with meetings, trainings, mobilization efforts, and organizing events.
- Maintain organizing records and communication systems.
- Participate in occasional evening and weekend activities as needed.
- Occasional statewide travel may be required, with rare national travel possible.

Preferred Qualifications

- Experience in union, healthcare advocacy, community, political, or labor organizing preferred.
- Knowledge of collective bargaining and workplace organizing preferred.
- Strong communication, relationship-building, and organizational skills.
- Self-directed, motivated, and able to work independently and as part of a team.
- Proficiency with Microsoft Office and digital communication tools.
- Valid driver's license and reliable transportation.

Compensation: Salary is dependent on experience. Mileage reimbursement will be provided for approved work-related travel. This is a temporary full-time or part-time position and does not include employee benefits.

How to Apply: Please submit a resume and cover letter to info@mtnurses.org.

Applications will be reviewed on a rolling basis until the position is filled.