

Alliance of Health Care Unions
Special Assignment Agreement – Trust Funded Position
Job Description

Position title	<i>Unit-Based Team Consultant</i>		
Reports to	<i>Regional Co-Leads (Coordinator/KP mgmt.)</i>	Location	<i>Oahu</i>
Posting period	<i>Ends Friday, August 16</i>	Start date	<i>As soon as manager can release employee</i>

Overview

The Alliance of Health Care Unions brings together 49,000 Kaiser employees in partnership with Kaiser doctors and administration to promote the value compass and achieve the goals of the partnership.

In this position you will be working with front line union members and management to promote the value and power of the Alliance and the Labor Management Partnership. You will have the opportunity to directly impact the success of the partnership where it really counts...in the places we work.

Responsibilities of the position

Staff in this position say that “no two days are the same,” and that they are a “catalyst” that “strengthening and cultivating” the partnership. Responsibilities are:

- To develop, assess and support Unit-Based team development and performance;
- Help teams identify appropriate performance improvement projects, address challenges, and remove barriers to attaining a Level 4 or 5 rating on the [Path to Performance](#);
- To monitor UBT performance improvement progress against goals and provide reports and analysis;
- Conduct LMP developed and approved curriculum in a classroom setting, track completion rates, and provide just-in-time training for teams;
- Additional duties as required.

Qualifications

This position is intended to develop the leadership ability and knowledge of the people in it, who will return to their job in Kaiser and in their union with valuable skills. However, the following qualifications are required for consideration:

- A member of an Alliance union in good standing;
- No corrective action (level 3 or higher);
- Must have own transportation and be willing to travel within region and occasionally to national functions;
- Completed partnership trainings and demonstrated commitment to LMP’s vision and goals;
- Comfortable with data and analytical tools and basic proficiency with computers, including Word, Excel, Outlook and PowerPoint;
- Self-starter: ability to self-manage projects and meet deadlines;
- Demonstrated ability to work in a team environment or on a committee of diverse stakeholders;
- Demonstrated ability to move a diverse group to solutions using consensus-based tools
- Demonstrated ability to present and train others.

- Possesses advanced oral and written communication skills, including timely responses, discretion concerning communication medium, audience, and message tone. Is clear and concise while providing necessary context.

If interested, contact: Send resumes to Christina.Kaoh@ahcunions.org

Provided for reference only.
Always consult current legislation in your jurisdiction to create policies and procedures for your organization.