

Position title:	<i>Organiser –Relationships with Communities</i>
Reporting to:	<i>Campaign Lead</i>
Location:	<i>Wellington</i>
Date:	<i>March 2020</i>
Term:	<i>Permanent</i>
Hours:	<i>Full time</i>

About NZEI Te Riu Roa

NZEI Te Riu Roa is the dynamic and innovative organisation representing the professional and industrial interests of 49,000 primary and early childhood teachers, specialist education and advisory staff, early childhood and school support staff. We are committed to high quality public education, to the application of the Treaty of Waitangi and to maximising the contribution our union and educators can make to a decent society for all New Zealanders.

NZEI Te Riu Roa is a campaign-driven organisation which involves its membership, their elected structures and processes, in conjunction with its staff structures and processes, in all its activities. The union takes a strategically focused approach to achieving each of its goals.

Position purpose

The *organiser – relationships with communities* is responsible for supporting NZEI Te Riu Roa staff and members to build intentional relationships with communities to help win positive change together. Communities can be as diverse as local geographical communities, communities of interest such as disability advocacy groups, hapū and iwi, and parents. The role is also responsible for oversight of our partnerships with the national peak bodies of community organisations. The primary function of this role is to establish strong relationships between NZEI Te Riu Roa and communities that reflect our values and those of the community organisations we work with. A key priority in the NZEI Te Riu Roa 2020-2022 strategic plan is climate change, and this will be reflected in the priorities for the organiser role. Aspects of this work will include enabling members to work within the just transition framework in their communities, promoting the special interests of tāngata whenua, and supporting members in their work places and within union branches, aronui tōmua and Pasifika Komiti to take action together and with their communities to protect the climate.

The position falls under the day to day management of a Campaign Lead.

Key responsibilities and performance expectation

Key responsibilities	Demonstrated by:
<ul style="list-style-type: none"> ▪ Developing and empowering members 	-Members understand how to build effective and intentional relationships with key communities
<ul style="list-style-type: none"> ▪ Campaigning and advocacy 	-Union visibility on core issues such climate change, child poverty and wellbeing
<ul style="list-style-type: none"> ▪ Strategy development, planning and implementation 	-Planned activity that reflects the organisation’s priorities

<ul style="list-style-type: none"> ▪ Maintain and develop effective relationships with community allies and parents 	<ul style="list-style-type: none"> -Purposeful partnerships based on shared values and interests
<ul style="list-style-type: none"> ▪ Includes, develops and empowers members and staff to build intentional relationships with community allies 	<ul style="list-style-type: none"> -Member leaders and staff are supported to identify existing networks and links -Member and staff capability to develop community relationships is increased
<ul style="list-style-type: none"> ▪ Systematic contact with community organisations 	<ul style="list-style-type: none"> -Relationships are built with key community organisations that NZEI Te Riu Roa can build relationships with -Wide networks are established
<ul style="list-style-type: none"> ▪ Contributes to all union activity 	<ul style="list-style-type: none"> -A key role for community organisations is built into NZEI Te Riu Roa campaigns -Role leads the inclusion of community partnerships in staff and member planning
<ul style="list-style-type: none"> ▪ Applies political, industrial, campaign and policy intelligence 	<ul style="list-style-type: none"> -Information is identified and analysed -Knowledge of union and allies work is maintained -Pulls threads together in strategic planning

Key relationships

- *Campaign Lead- direction, reporting, consultation, coaching and support*
- *Campaigns Director – reporting and direction*
- *Director of Organising – collaboration and support*
- *NZEI Te Riu Roa staff – relationships, collaboration and support*
- *Member leaders – relationship management and consultation*

Key skills and attributes

Specialist knowledge and skills:

In addition, the *Organiser – relationships with communities* should have:

- Demonstrated effective community relationship and partnership experience
- An understanding of and a commitment to concepts of education, organising and campaigning
- Demonstrated commitment to the principles and objectives of the union movement and a high level of understanding of the issues facing the union movement
- High level communication skills, initiative, creativity and motivation
- Proven ability to work effectively as a member of a team, including mentoring and coaching others
- Proven ability to coordinate and apply knowledge from a variety of sources and contribute this to strategic planning to achieve shared goals
- An awareness of economic, social and political issues particularly as they impact on education
- Digital skills appropriate to the position
- A current drivers licence is preferred

- A high level of flexibility with regards to working hours/the ability to work outside of normal business hours in order to engage with members and prospective members to build engagement and activism

All NZEI Te Riu Roa staff should endeavour to demonstrate competencies around the key values of Professionalism, Relationships, Innovation and Commitment set out below.

Values:

Professionalism

- Respect for other people, their ideas and their culture and beliefs
- Quality results through high standards and learning from experience and feedback
- Can be counted on; personal and organisational integrity

Relationships

- Being open, honest and transparent – working with candour and sincerity
- Working collaboratively towards common goals
- Building relationship and networks

Innovation

- Using alternative thinking to find solutions
- Being creative and smart
- Growing the organisation through an environment of learning

Commitment

- Understanding of and belief in our mission
- Working with energy and flexibility – “owning it”
- Having pride in what we do, and the determination to do it well