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Description automatically generatedECE Growth Organiser****

Permanent, full-time   
From $104,433 (after 1 January, 2025)

About NZEI Te Riu Roa | Mō Te Riu Roa

NZEI Te Riu Roa is a dynamic and innovative union that represents the professional and industrial interests of 50,000 members working as:

* Teachers, support staff, head teachers and managers in kindergartens and ECE services
* Teachers, support staff and principals working in primary school, kura kaupapa, area school and wharekura
* Kohanga Reo/Puna Reo support staff and kaiako
* Learning Support Specialists working in schools, clusters and for the Ministry of Education
* Support staff working in secondary schools

We are committed to providing high quality education, to honouring and giving effect to Te Tiriti o Waitangi, and to maximising the contribution our union of educators can make to a decent society for all New Zealanders. Mōku te Ao guides our way of working. NZEI Te Riu Roa is an organising and campaign-based union of members who work together locally and nationally to achieve the best possible education system for tamariki and the people who work in it. Together we take a strategic approach to achieving members’ aims, including the protection and promotion of the industrial and professional interests of members.

Position purpose | Nga kaupapa

The Growth Organiser position is focussed on recruiting new members into NZEI Te Riu Roa and building union power. You are part of our union growth team and will work with the team to develop and implement organising plans to actively engage and recruit members in (primarily) priority ECE areas.

Key responsibilities and performance expectation | Ngā haepapatanga

Research targets and support development of growth organising plans based on robust organising frameworks primarily for face to face organising, but with digital and phone elements as appropriate

* Successful recruitment occurs, based on mapping sites, developing a working knowledge of the sector and rohe you will be working in.
* Develop member growth journeys, including through use of phone and digital as appropriate, that successfully connects people to join and get active in the union
* There is systematic and timely follow up of recruitment leads via digital, phone and face to face contact

Systematic contact with potential members is planned and implemented

* Daily and weekly workplans to ensure systematic contact including via phone and out-of-work visits are agreed and implemented
* Systematic contact ensures the ongoing effectiveness of relationships with member leaders in their worksites and within local organising committees
* Contacts are stored and accessible via the NZEI Te Riu Roa member relationship system, consistent with privacy obligations, to ensure there is organisational knowledge of contacts with members and potential members

Build capacity in and across greenfields workplaces

* Identify and develop potential members, members, activists, and leaders
* Develop appropriate workplace and/or local or across-employer structures and networks to support mobilising and organising; local organising groups grow in number and effectiveness
* Ensuring efficient and effective processes for identifying and supporting activists joining the union
* Ensure appropriate training for peer-to-peer recruitment is undertaken, including supporting member organisers to plan script, practice and review their organising
* Contribute to strategies with the growth team to hand over organised sites to field staff over time

Regular reviews to build accountability and focus

* Implementation of daily, weekly, and quarterly goals
* Briefing and debriefing regularly against goals

Work within a Tiriti o Waitangi based context

* Organising plans are developed with a Mōku te Ao view

The position may involve some travel and will require work outside of normal working hours.

The position is managed by the Kaihautu Takawaenga | Lead Organiser, Growth.

**Undertake any other duties consistent with the overall purpose of the position as determined by the Kaihautu Takawaenga / Lead Organiser, Growth.**

Key relationships | Whanaungatanga matua

* Kaihautu Takawaenga | Lead Organiser, Growth – direction, reporting
* Director of Organising – direction, consultation
* ECE Strategic Lead – direction, consultation

Skills and attributes | Tūmanako

Growth organisers will also have the following skills and attributes:

* demonstrated commitment to the principles and objectives of the union movement and a high level of understanding of the issues facing the union movement
* credibility as a union organiser who is committed to innovating, developing, and expanding union organising skills for union growth
* experience working in a treaty based organisation and preferably Te Reo Māori skills
* a high level of competence, creativity and energy as a communicator
* a problem-solver with a ‘can-do’ attitude
* an understanding of and a commitment to the principles of organising
* an ability to work effectively as a member of a team
* good knowledge of sector issues, including the impact of economic, social and political context
* demonstrated ability to work effectively under time and other pressure
* proven ability to contribute to strategic planning
* literacy in relevant software packages including the Microsoft Office suite, basic web editing, and social media

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* high level of flexibility with regards to working hours. Organisers are expected to work outside of normal business hours in order to engage in systematic contact with members and prospective members to build growth and activism via phone and face to face engagement.

Values | Uara

Our values come from our guiding pou.  Under each of our pou we have given examples of what this looks like in the workplace.

**Tikanga**

* + - * we  engage, talk and work with each other in a way that embodies appropriate and respectful tikanga
      * we ensure our practices are culturally appropriate
      * we contribute to ensuring NZEI Te Riu Roa processes and policies, including inclusion of appropriate rites and rights.

**Manaakitanga**

* provide and look after all manuhiri, kaihmahi and members
* display a duty of care to support, respect and uplift each other
* care for each other as people and as ngā hoa mahi
* check in with each other.

**Whakamana**

* celebrate colleagues with dual or multiple language skills and knowledge
* enhance your own and other’s mana
* have access to professional development
* are valued and have power in your work

**Whanaungatanga**

* feel able to engage in responsive, engaging and reciprocal relationships
* work to ensure Mōku te Ao: Ngā Pou me tikanga are visibile in all practices and hui
* create space so that links with whānau are established and encouraged

**Rangatiratanga**

* we are responsible and committed to contributing to an environment where everyone feels safe, valued and celebrated
* we are all welcome to express ourselves through our cultural context
* we all call out racism

**Whakapapa**

* we all share NZEI Te Riu Roa whakapapa and work together to reflect this in our work
* everyone feels proud of their whakapapa and able to share theirs in the workplace
* we all are empowered and feel that our sense of being is respected in the workplace

**Wairuatanga**

* all kaimahi respect everyone’ individual beliefs
* we work in a way that reflects an understanding of wairua
* we understand and look after our own and others’ wellbeing

**Kaitiakitanga**

* we connect with and care for our working world in ways that are responsive to Māori values
* we create a culture of awareness that encourages connectiong with others in the care of our natural world
* we all care for the environment that we are in.