**Field Officer**

**Tāmaki Makaurau**

**Full-time, permanent**

**From $96,671**

**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 | Ngā Kaupapa**

NZEI Te Riu Roa field officers are responsible for the implementation of NZEI Te Riu Roa campaign plans at a local level. The primary function of this role is to recruit, organise and support members in all sectors of NZEI Te Riu Roa membership.

Each field staff team, while regionally based, is part of a national NZEI Te Riu Roa organising team responsible for the organisation of members in each of the sectors which fall within the coverage of NZEI Te Riu Roa.

The position is based in the Tāmaki Makaurau office and falls under the day-to-day management of a Lead Organiser based in the same office. The position involves extensive travel across the Tāmaki Makaurau region. There is potential to work across Tāmaki and Te Tai Tokerau with the Tāmaki Makaurau/Te Tai Tokerau team.

Field Officers are assigned a patch, consisting of member worksites, groups and / or branches to work with. This may change from time-to-time, based on organisational priorities.

**Key Responsibilities and performance expectations | Ngā haepapatanga**

**Links with the NZEI Te Riu Roa Strategic Framework**

• Understands purpose of current campaigns, and role within these

• Understands purpose of the organisational strategic planning, and role within these

• Implements planning that contributes to the achievement of strategic goals

**Demonstrated by:**

• Planning that reflects strong links to all areas of work

• Planning shows understanding of campaign and sector strategies and goals

• Clearly articulating purpose and goals at all opportunities (staff and members)

• Applying planned activity ‘in the field’

**Understands worksites across the Tāmaki and Te Tai Tokerau region including:**

* any issues
* activists and leaders
* established relationships.

**Development of members:**

* identifies activists and leaders.
* plans to meet training needs.
* implements appropriate training.
* tracks progress

**Deploying systematic contact:**

* ensures the ongoing effectiveness and visibility of NZEI Te Riu Roa staff in workplaces and NZEI Te Riu Roa structures.
* maintains effective working relationship locally (worksite representatives and member leaders) and nationally (National Leadership Groups, Te Reo Areare and National Executive.

**Empowers members in worksites / NZEI Te Riu Roa structures**

* establishes, develops, and supports member organising committees.
* facilitates ongoing development opportunities.

**Recruits members.**

Uses appropriate skills / tools from the ‘organising toolbox.’

**Undertake any other duties consistent with the overall purpose of the position as determined by the Lead Organiser**

**Desired attributes | Tūmanako**

* + Demonstrated commitment to the principles and objectives of the union movement and a high level of understanding of the issues facing the union movement.
  + Demonstrated understanding of behaviours that honour Te Tiriti o Waitangi
  + An understanding of and a commitment to the principles of organising.
  + High level communication skills.
  + An ability to work effectively as a member of a team
  + Abilities to think flexibly, demonstrate resilience and a sense of fun
  + The ability to understand and interpret agreements and relevant industrial legislation.
  + Good knowledge of contemporary industrial relations and education sector issues.
  + Demonstrated ability to work effectively under time and other pressures.
  + Capacity to contribute to strategic planning.
  + An awareness of economic, social and political issues particularly as they impact on education.
  + Computer skills appropriate to the position.
  + A current drivers licence must be maintained throughout your employment. You must immediately advise your Lead Organiser if you no longer hold one.

**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.