

Union Advocate

Permanent, full time

National Office, Te Whanganui-a-Tara | Wellington

From \$113,742 (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:

- Early Childhood Education – support staff, teachers and managers
- Kohanga Reo/Puna Reo support staff and educators
- Kindergarten support staff, teachers and managers
- Learning Support Specialists working in schools, clusters and for the Ministry of Education
- Primary school and Kura Kaupapa support staff, teachers and principals
- Area School and Wharekura support staff, teachers and principals
- Secondary School support staff

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

The core focus of the role is to work with union member teams to negotiate successful outcomes through mechanisms such as collective agreements, pay equity processes and other work programmes. The role also involves input into implementation of outcomes from negotiations and supporting other teams with related work such as interpretation and enforcement of collective agreements.



Key responsibilities | Ngā haepapatanga

Negotiating and Advocacy

- Develop plans ahead of bargaining, with reference to union and sector goals including how negotiation/advocacy plans help build members' collective power, growth in membership and member leadership, activism.
- Costings and other analysis to support claims development.
- Lead the advocacy, bargaining and coordination of all aspects of collective agreements and associated processes, including pay equity claims (including determining comparators and selecting and applying appropriate work assessment/job evaluation tool/s for pay equity claims)
- Provide high quality and timely advice to inform negotiating and advocacy strategies, and associated organising and communication strategies and tactics
- Develop mechanisms to engage members and work with them to ensure their interests are upheld in collective agreement. Ensure Miro Māori claims and voice are prioritised, and strategies are used to give voice to diverse minorities within the union.
- Prepare coherent and well-researched briefs for negotiating teams and other member leadership groups involved in advocacy work.
- Scaffold and develop individuals, members and member teams so they can effectively advocate, negotiate and organise around negotiation and other processes.
- Provide oversight of the implementation of agreements and lead other processes resulting from settlements (e.g., working groups, variations to agreements and career development research) in between negotiation rounds
- Establish and maintain strategic alliances with other stakeholder groups and organisations to maximise the outcomes for members of successful negotiated outcomes, including the PPTA, government, employer, and other representatives as needed.

Strategic Analysis

- Analysis of the environment in which the union operates, including legislative and policy changes related to employment relations, collective agreements, employment rights, pay equity; the sector, employers and/or workplaces and the challenges and opportunities for the union and its members.



Strategic Planning

- With leadership from the Director of Campaigns and a sector Strategic Lead, contribute to the Union's campaign plans and support NZEI Te Riu Roa membership groups (as requested) to help organise and activate members.
- As a member of project teams, participate in ongoing planning and implementation cycles that include:
 - Determining achievable goals including organising objectives, sector wide goals and professional priorities and targets
 - Developing strategies that take account of the context, the union's strengths and weaknesses and the goals
 - Ensuring Te Tiriti o Waitangi commitments are visible in advocacy and planning by applying a Mōku te Ao approach and supporting teams and touchstone groups to understand and apply this.
 - Contributing insights that contribute to building power for union members in the sector/s concerned.

Advice and support

- Provide advice and education on industrial matters, policy and regulatory issues in a timely manner and of sufficient quality to allow fully informed decision making by the union's governance structures
- Provide oversight and advice on the implementation of agreements to member teams and other staff, particularly the Member Support Centre (MSC), as necessary
- Maintain working relationships with other unions and the NZ Council of Trade Unions (the CTU), particularly those progressing pay equity campaigns
- Assist the active implementation of policies, programmes and services designed to give effect to the Te Tiriti o Waitangi
- Represent NZEI Te Riu Roa and provide strong advocacy of the organisation's priorities with high quality written material to support that advocacy.

General

- Further NZEI Te Riu Roa objectives through work with other education unions and the CTU;
- Undertake any other duties consistent with the overall purpose of the position as determined by their line manager.



Key relationships | Whanaungatanga matua

- This role reports to a sector Strategic Lead and is based in the wider NZEI Te Riu Roa campaign team. It is currently located within the Schools & Learning Support team, reporting to that team's Strategic Lead.
- The role requires regular and effective relationships with other advocates, sector specialists, communications team and Member Support Centre staff

Skills and attributes| Tūmanako

The appointee will have some or all of the following knowledge and skills:

- Knowledge, experience and understanding of industrial or collective agreements
- Work or academic experience in the analysis and synthesizing of large amounts of technical information
- Bargaining or negotiating experience and demonstrated strong written and oral communication and advocacy skills
- Experience in strategic analysis and planning as it relates to campaigning and advocacy
- Ability to work in a Tiriti o Waitangi-based organisation. The ability to speak te reo is an asset.
- Effective, efficient time-bound work practice
- An understanding of organising and campaigning unionism and ways to build leadership capacity in others
- Demonstrated strong written and oral communication and advocacy skills.
- Knowledge of the Aotearoa / New Zealand public education system, including the payroll system.



Values | Uara

Our values come from our guiding pou. Underneath each pou are examples of how we work to incorporate these values into the workplace. All NZEI Te Riu Roa kaimahi should endeavor to demonstrate these competencies.

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, kaihahi 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 visible 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 connecting with others in the care of our natural world
- We all care for the environment that we are in.

