



NZEI TE RIU ROA

Field Officer Waikato/Bay of Plenty

Full-time, permanent
From \$96,671

About NZEI Te Riu Roa

NZEI Te Riu Roa is a dynamic and innovative organisation that represents the professional and industrial interests of 51,000 primary and early childhood teachers, specialist education and advisory staff, early childhood, and school support staff. We are committed to providing high quality education and are focused on protecting and promoting the industrial and professional interests of our members.

NZEI Te Riu Roa is committed to the Treaty of Waitangi 'Te Tiriti o Waitangi', and to maximising the contribution that our union and educators can make to a decent society for all New Zealanders.

The mission of the organisation is to be the most powerful education union on New Zealand. We seek to achieve this by leveraging our professional and industrial capacity to lead, and advocate for quality public education in Aotearoa New Zealand.

Position Purpose

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 falls under the day-to-day management of a Lead Organiser based in the Hamilton office. The position involves extensive travel across the Waikato me Waiariki regions. The position is based from the Hamilton office and works closely with the Waikato me Waiariki 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

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





NZEI TE RIU ROA

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 Waikato me Waiariki 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

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.





NZEI TE RIU ROA

- 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.

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 visible in all practices and hui
- create space so that links with whānau are established and encouraged

Rangatiratanga





NZEI TE RIU ROA

- 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's 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.

