

REGIONAL ORGANISER

Job Title: Regional Organiser
Reports to: Regional Secretary (or appropriate line manager)
Location: TBC

Job Purpose

Community's Regional Organiser is responsible for the implementation of strategic plans in alignment with union policy as identified by the General Secretary, National Executive Committee and as directed by the Regional Secretary (or designated line manager).

The Regional Organiser is responsible for organising, recruiting and representing members. As well as the design, development and delivery of organising and campaign plans across different working sectors.

Under the direction of the Regional Secretary (or designated line manager) the Regional Organiser is key to providing support in sectoral activities and promoting Community and its activities among members, potential members and key stakeholders within and beyond the workplace.

Responsibilities will include:

- To lead and coordinate recruitment and organising across sectors and regions in alignment with key Community initiatives
- Manage and coordinate campaigns locally within both recognised branches and identified greenfield sites / new initiatives
- Support in the continuing development of key sector, national & regional campaigns
- Manage the development and mentorship of lay representatives and branch members
- Reflect and confidently support union policy as determined and adopted by union leadership
- Using the internal branch development process to manage the strengthening of branch structures and organisation with the aim to enhance branch self-sufficiency
- Support and represent individual members at the direction of the Regional Secretary

- Manage individual casework up to and including referral to legal department and negotiate with other professional bodies including ACAS, and senior management within companies.
- To fully participate in any training identified or deemed necessary in exercising the good office of the role
- Support and contribute towards membership retention strategies and directives
- Liaise with other departments or functions of the union as and when required
- Ability to recognise digital organising opportunities and help develop new modern approaches towards union organising
- In accordance with guidelines, organise and coordinate ballots/CAC applications and recognition agreements
- Represent the union as instructed across political, trade union and other external bodies
- Consult and negotiate with management structures within companies at all levels, and lead representatives on pay negotiations and all collective matters.

Special Features

The Regional Organiser will be expected to work flexibly, in order to carry out duties commensurate with the responsibility of the post to achieve the union's directive and strategies.

Key Deliverables

- Implementation of campaigns and objectives in alignment with union policy
- Membership growth (developing & progressing individual targets under the direction of the Regional Secretary or designated manager)
- Membership retention strategies
- Demonstrate activist/ workplace structure development
- Appropriate allocation of time and resources
- Union successes communicated through the appropriate internal departments
- Collaborative work with Heads of Departments

Skills

- In depth understanding/experience of organising and strategising for campaigns, with particular focus on modern organising tools
- Ability to use own judgement based on industrial practice and precedence
- Knowledge of differing sectors within which the union operates

- Excellent communication skills with knowledge of all types of campaigning and organising models including digital
- Ability to actively engage with members and potential members
- Highly creative and strategic thinker
- Strong project and planning management skills
- Self-starter with a demonstrable entrepreneurial work ethic
- Highly analytical and metrics-oriented
- Ability to resolve complex situations in industrial matters
- Comprehensive knowledge of employment law

Personal Qualities & Understanding

- Awareness of good trade union principles, beliefs & ethos
- Political awareness and knowledge in social movement
- Strong obligation to equal opportunities/diversity and inclusion
- A commitment to Community Vision & Mission Charter