



NZEI TE RIU ROA

Community Organiser

Wellington. Permanent, full time.

From \$104,367

About NZEI Te Riu Roa

NZEI Te Riu Roa is a dynamic and innovative union that represents the professional and industrial interests of 50,000 primary and early childhood teachers, specialist education and advisory staff, early childhood, and school support staff.

We are committed to high quality public education, to the application of Te Tiriti of Waitangi and to maximising the contribution our union and educators can make to a decent society for all New Zealanders. NZEI Te Riu Roa work is informed by our Mōku Te Ao approach of centring the interests of kaiako and tamariki Māori and using our Pou to frame the way we empower members and staff to work towards system change. Our Pou are set out at the base of this document.

NZEI Te Riu Roa is a campaign-based organisation which is member led and member driven. It is a union with a focus on protection and promotion of the industrial and professional interests of its members. The union takes a strategic approach to achieving its goals.

Position purpose

This role builds the capacity of local member leaders and activists to understand the value of building power with community and to have the confidence to roll out plans to achieve this. You will help lead the design and implementation of projects that build our external relationships and influence with parents and whānau, decision makers and community allies, and assist networks within NZEI Te Riu Roa to organise.

Key responsibilities

Parent, whānau and community engagement

- Contribute community organising expertise to Miro Māori outreach strategies to Māori communities, hapū and iwi where requested
- Design and oversee implementation of parent/whānau engagement plans to support our key campaign goals and roll these out with field teams through lead organisers
- Support field teams with training and the development of resources to conduct stakeholder mapping and power analysis in support of local implementation of NZEI Te Riu Roa campaigns
- Support member leaders and staff to identify existing networks and links and build these into our campaigns purposefully
- Work with campaign teams to develop a menu of effective community engagement that links to key campaign milestones, and support local staff and members to implement these
- Track our engagement on key community and whānau engagement strategies in our campaigns such as our School Trustees engagement



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- Oversee local member engagement in regional community and civil society networks that have been prioritised in support of our campaign goals

Political engagement

- Grow the political engagement capacity of NZEI Te Riu Roa staff and member leaders by running training and embedding political engagement practice across our work
- Identify opportunities to grow members' political engagement across core NZEI Te Riu Roa campaigns and work with the campaign teams to build political engagement tactics into campaign design
- Briefing member leaders on decision makers and party policy
- Prepare resources and materials to support member engagement with decision makers such as lobbying guides, key messages and story telling resources
- Map our reach with decision makers, ensuring decision makers have a 'journey of engagement' with our members in the education profession over the course of their term of office, to help them understand the issues and concerns of our members.
- Track political engagement, and facilitate evaluation of engagement among member leaders and staff, share these learnings, and suggest areas for improvement

Support and coordination, project management

- Supporting the development of networks within the union as allocated (such as Mātauranga Māui – Climate Change) and assisting field team to build local capacity for these
- Project managing community campaign moments such as national days of action or national speaking/bus tours as required in support of current campaigns

Contribute to campaign planning

- Ensure our Te Tiriti o Waitangi commitments are visible in how the work is approached, planned and delivered, by applying a Mōku Te Ao approach.
- Analyse the social and political environment in which the union operates and contributing this to campaign planning
- Incorporate appropriate community and political engagement opportunities into campaign strategies, plans and timelines

Undertake any other duties consistent with the overall purpose of the position as determined by their line manager.

Key relationships

- Director of Campaigns – direction, consultation, coaching and support as this role's line manager.
- Campaign lead(s) and Strategic Leads – planning and support with community facing aspects of sector plans
- Member leaders – support, learning and development, national leadership structures



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- Lead organisers and field teams – collaboration on roll out of community organising aspects of campaigns, training of field teams on community engagement
- Wider NZEI Te Riu Roa campaign team – support and collaboration, contribution to wider union campaign strategies as appropriate

Tūmanako

Specialist knowledge and skills:

The Campaign Organiser will preferably have some or all of the following knowledge and skills:

- A strong belief in the principles of unionism
- Previous campaigning and/or organising experience in social movements or the union movement
- A knowledge of adult education and/or community or union organising frameworks
- Understand of the political process and points of leverage
- Understanding of effective political engagement strategies
- Demonstrated effective community relationship and partnership experience
- Experience embedding Te Ao Māori approaches
- Exceptional communication skills
- Demonstrated ability to work under pressure
- An ability to work effectively in a team
- An awareness of economic, social and political issues particularly as they impact on education
- A current drivers licence is preferred
- Flexibility with regards to working hours/the ability to work outside of normal business hours in order to engage with members and prospective members to build engagement and activism

Uara

NZEI TE RIU ROA - POU		
POU	Definition	What does this look or feel like at NZEI TRR
Rangatiratanga	The right to autonomy by controlling your own aspirations and destiny	Māori staff exercise this right as tangata whenua. All staff: <ul style="list-style-type: none">• have responsibilities and a commitment to contribute to an environment where staff feel valued and safe and celebrated.



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		<ul style="list-style-type: none"> • feel welcome to express themselves through their cultural context. • racism is called out.
Whakapapa	Geneology, lineage, descent, kinship and status	<p>A foundation that authenticates our presence, our kinship, and our connection with others.</p> <p>All staff:</p> <ul style="list-style-type: none"> • share NZEI Te Riu Roa whakapapa and work together to reflect this in all we do. • feel able to share and feel proud of their whakapapa. • are empowered and feel that their sense of being is respected in the workplace.
Manaakitanga	Duty of care to support and uplift others with kindness, generosity and respect	<p>All staff:</p> <ul style="list-style-type: none"> • uphold our shared values and are respectful of everyone's point of view. • display a duty of care to support and uplift each other. • care for each other as people and as ngā hoa mahi. • check in with each other
Wairuatanga	The spiritual dimensions of thinking, being, doing and connecting through time and space	<p>All staff:</p> <ul style="list-style-type: none"> • respect everyone's individual wairua and create connections that build our collective wairua. • Work in a way that reflects a greater understanding of wairua, a more culturally relevant and culturally responsive mindset. • our health and wellbeing are supported.
Whakamana	Honouring identity, language and whenua to give power and authority to others	<p>All staff:</p> <ul style="list-style-type: none"> • work within an empowering environment that enhances their mana and supports them to enhance the mana of others. • celebrate those with dual/multi language skills and knowledge that benefit our organisation and our members. • are valued and have power in their work. • have access to learning hubs and professional development that grows knowledge about the organisation and the mahi they do.
Whanaungatanga	Obligations based on relationships linking individuals to generations based on kin and non-kin and built on experience and place	<p>All staff:</p> <ul style="list-style-type: none"> • feel able to engage in responsive and reciprocal relationships that affirm everyone's place within Te Riu Roa. • can participate in collaborative working relationships across the organisation- lineal organisation structure is visible. • share knowledge and learning. • take the opportunity to build whanaungatanga within and across our work structures at NZEI TRR. • work to ensure Mōku te Ao: the Ngā Pou, tikanga are visible in practices and hui that acknowledge the relationships. • create space so that connecting links with whānau are affirmed and extended.



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Kaitiakitanga	A connection between human kind and the natural world which is a role of guardianship	All staff: <ul style="list-style-type: none">• connect with and care for our working world in ways that are responsive to Māori values.• connect with, support, and are responsive to, each other• create a culture of awareness that encourages connection with others in the care of our natural world in a guardianship role.
Tikanga	To follow tikanga is to follow processes that are right and based on rites	All staff: <ul style="list-style-type: none">• engage and work with each other in a way that embodies appropriate rites and language.• contribute to ensuring our processes and policies (current and future) adhere to and reflect appropriate rights and rites.