

Industrial Officer-Organiser Job Description

General

The position of an Industrial Officer-Organiser is a designated full-time employee in accordance with the rules of the Union. Working as part of a small team of industrial staff and organisers, the Industrial Officer-Organiser is expected to support the team in the achievement of specific objectives as determined by the union reporting directly to the relevant Divisional Organiser and Senior Team, but responsible ultimately to the General Secretary and the National Executive Council.

In the first instance the Industrial Officer-Organiser will be assigned a specific work-base Division and an allocation of members for whom the person will have a direct organising, servicing and recruitment responsibility for as directed by the relevant Divisional Organiser. Furthermore, the Industrial Officer-Organiser in conjunction with the Divisional Organiser and the Senior Team will retain a flexibility to work across Divisions, when the need arises, to cover and support the appropriate staff resourcing of our national strategies such as our organising, recruitment and campaign projects. This includes supporting the resourcing of normal ongoing staff related absences.

It is of critical importance that the Industrial Officer-Organiser understands and has a capacity to effectively deliver a balanced approach between the organising, recruitment and servicing functions and to ensure that they are aligned in such a way to achieve tangible benefits for members and the union. The following are some of the key areas of responsibilities/competencies required to perform the role

Organising

It is the responsibility of Industrial Officer-Organisers to develop and maintain a sound activists' base across all employments and to liaise with the appropriate Mandate personnel to ensure that adequate supports and training are provided for activists. Industrial Officer-Organisers will be responsible for developing a culture of union involvement and organising by activists within the division. The building up of trust and confidence with the members is crucial. The relationship with active members and union representatives is especially important as they are often the 'face' of the union as seen from the workplace and the Industrial Officer-Organiser must be capable of addressing organisational deficits including identifying, supporting and the mentoring of new representatives/shop stewards. Industrial Officer-Organisers are expected to initiate and involve members/activists in all Mandate campaigns and to fully support all Mandate campaigns.

Union Democracy

The Industrial Officer-Organiser is expected to offer guidance to the Local Councils within their allocation/division. This involves the Industrial Officer-Organiser assisting the Local Council to conduct its affairs in accordance with the union's rules in dealing with matters such as local elections, union meetings/finances, and workplace ballots, etc. Local Councils may also require guidance in terms of their responsibilities regarding union elections, the Biennial Delegate Conference (BDC) and the application of union policy. Industrial Officer-Organisers are expected to arrange and attend their respective Local Council meetings and the Mandate Biennial Delegate Conference.

Recruitment

As a Mandate Industrial Officer-Organiser, recruitment of members is a core function. The Industrial Officer-Organiser has responsibility to ensure that an effective recruitment focus is in place in his/her division. This entails developing strategies for recruitment including mapping potential sites, pro-

active campaigns and involvement in national recruitment programmes working closely with the relevant Senior Team member responsible for organising and recruitment. Overall, the objective is the recruitment of new members and strengthening membership density in existing employments.

Servicing

This function falls into two distinct elements dealing with individual grievances and collective issues.

The Industrial Officer-Organiser must always encourage and develop a low dependency culture with activities and members. This means that members must in the first instance be supported to understand the long-term potential of how organising benefits workers, which can evolve through the resolution of grievances themselves within their own workplace.

Typically, the individual grievance involves giving advice and/or representing a member by way of grievance or disciplinary procedure with the latter, in some instances, resulting in third party proceedings.

Collective matters concerning groups of workers may involve negotiations with employers across a wide spectrum of employment issues such as wages, payment systems and patterns of work, etc. The objective of representation in some instances is the enhancement of wages and conditions, and at times the protection of standards and employment.

It is also important to have the capacity to develop sound and professional relationships with employer representatives in order that the best interests of the membership is served. In the case of large multi-site companies, it may be necessary for the Industrial Officer-Organiser to co-operate in developing a particular national strategy as directed by the Senior Team member responsible and/or the appropriate Divisional Organiser.

Learning & Development

Addressing organisational deficits including identifying, supporting and mentoring new representatives/shop stewards. An important feature of the role is the formation and maintenance of a strong relationship and regular liaison with the relevant Local Council representatives and shop stewards, identifying any significant gaps in this area and taking action to ensure that these are filled and any skills/training needs addressed.

Campaigns

The role requires a strong sense of social justice on issues not only impacting Mandate members in their employment, but also in their everyday lives. To this end, the Industrial Officer-Organiser is required to campaign on agreed social and political issues of importance to Mandate members, their families and communities.

Communications

Communicating with members on key issues including contributing to the union's website and electronic communications will form part of the role. It is the responsibility of each Industrial Officer-Organiser to respond to verbal and written communications in a timely way, as well as ensuring diary management is maintained. Media communications may arise from time to time and the Industrial Officer-Organiser may be required to fulfil this role in conjunction with the Divisional Organiser and Senior Team. Mandate will provide training in relation to media communications. You will be required to work to the terms of Mandates communications policies, all of which will be provided to you upon your commencement.

Administration/IT

The role of the Industrial Officer-Organiser requires proficiency in Microsoft Office and a capacity to work with IT packages at ease including our in-house database and cloud-based systems. Mandate provides the most up to date mobile IT and database access for all our staff. Therefore, the successful candidate must have excellent IT, verbal communication and writing skills. The Industrial Officer-Organiser will be supported by our Administration staff.

The role of the Industrial Officer-Organiser involves the preparation of detailed claims and/or reports. Industrial Officer-Organisers are responsible for the implementation of Mandate's Data Protection Policy, ensuring that all membership data is secure and only used for the purpose of members' trade union membership.

The position is permanent full time. The employee will be expected to be available during normal office hours. However, due to the nature of the job, work outside of normal office hours and over weekends may arise. Overtime is not payable as the terms and conditions for the role reflect the need to cover these circumstances as the need arises.

Other core conditions are

- An Industrial Officer-Organiser Pay Scale ranging from €52,000 - €66,950
- A Defined Contribution Pension Scheme
- 26 Days' Annual Leave and additional service days where applicable
- A paid sick pay scheme
- Income Protection to support colleagues who find themselves with a long term illness

A union car is provided, which is fully serviced and insured/taxed by the union. A mileage allowance is in place to cover all business mileage. A full clean driving licence is required for this role.

The selected candidate will be required to pass a medical examination prior to successfully being appointed by Mandate's nominated Occupational Health Advisors. Mandate is an equal opportunities employer and welcomes applications from all suitably qualified candidates.

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