



Job Description Gender Justice Campaign Coordinator

The NZCTU is the largest democratic organisation in the country, representing over 300,000 workers in our 32 affiliated unions. The NZCTU exists to unite democratic trade unions, to enable them to consult and co-operate with each other for the common good, and to help achieve the agreed aims and objects of the NZCTU by acting in unison and in accordance with democratic decisions.

We believe in collective action, social justice, worker engagement, fairness, workers' safety and wellbeing, and solidarity underpinned by a commitment to Te Tiriti of Waitangi.

Introduction

A donation to the NZCTU Gender Justice Project Fund has been made by the Clare Foundation.

This funding is to establish two positions at the NZCTU; a Gender Justice Policy Analyst and a Campaign Coordinator. These roles will provide expert gendered policy analysis, research, and campaigning capabilities to support unions and women's organisations in their advocacy efforts for decent work for women, with particular focus on pay equity. They would support internal union campaigns and to also bring together coalition(s) of women's organisations and other interested parties for broad-based or specific campaigning. They would provide policy and organising support for the coalition(s).

The Campaign Coordinator will build alliances and support campaigns on issues affecting women workers, focusing on pay equity and broader gender justice issues with an intersectional lens. The Campaign Coordinator will provide strategic campaigning advice to the NZCTU and its affiliates on matters related to Gender Justice. This will include the Equal Pay Act and Pay Equity Settlements, the advocacy of new policy initiatives to support gender equity with a particular focus on gender justice for women workers, and responses to risks to women's equity.

Key Responsibilities

- Working alongside the Gender Justice Policy Analyst, develop a project plan for the Gender Justice Campaign
- Work collaboratively with unions and allies in the community, to build engagement with and support for the campaign
- Coordinate union and community ally responses to attacks on and risks to women's work conditions
- Facilitate a broad public conversation about the next goals for women's equality, building on the work of the Working Women's Charter

Duties

The Gender Justice Campaign Coordinator's duties include to:

- Take primary responsibility for development and implementation of the Gender Justice Campaign Plan
- Develop strategies to advance policies which address the root causes of gender inequality

- Assist and support unions to actively drive their pay equity campaigns
- Liaise with unions, other interested groups and community allies
- Organise and facilitate meetings and workshops with key stakeholders
- Build alliances to broaden the campaign base and inform policy direction
- Work with the Gender Justice Policy Analyst and CTU Communications and Campaigns staff
- Coordinate the production and publication of information resources
- Develop training materials and resources for unions and women's organisations
- Undertake other related tasks as directed by the CTU Secretary

Person Specification

The Gender Justice Campaign Coordinator must have background in campaigning in either the union movement or the women's movement. We are looking for someone who has:

- Experience and demonstrable skill in campaign planning
- Experience and demonstrable skill in operationalising campaigns
- Commitment to social and gender justice and the union movement
- Strong interpersonal skills
- Ability to work in a team and to develop constructive working relationships with other CTU staff and staff from diverse unions
- Knowledge about the issues and background of equal pay and other issues impacting women at work
- Skills to research, develop and produce educational and campaigning resources
- Project management skills
- An ability to gain the confidence of unions and other supportive groups
- Communication skills and excellent networking/relationship building skills
- Experience/ability in strategic political analysis
- Politically astute including on what activities and tactics are most likely to achieve our goals
- Computer literacy
- Able to travel around the country for key moments
- Self-motivated
- Imaginative and creative
- An ability to co-operate with all staff and contribute to a friendly work environment
- An ability to interact with a wide range of organisations and people, including government officials, employers, business groups, NGOs, and politicians

The person must also have a commitment to and understanding of the principles of Te Tiriti o Waitangi. The person must also have a good understanding of the particular needs of women, youth, Pacific peoples, and other cultural or disadvantaged groups within the New Zealand workforce.

Other Matters

This role will be preferably based in Wellington at the CTU. Administrative support and other resources to enable the Campaign Coordinator to effectively carry out their work will be made available.

This role may suit a secondment arrangement. The CTU will consider appointing this role either full or part time (minimum 0.6 FTE).

This is a fixed term position ending on 31st March 2027.

Salary range: \$84,000 - \$95,000 per annum

Applications will close on Thursday 3rd April 2025 at 5pm.

Written applications comprising a C.V and covering letter are required.

Send applications to:

Sue Windsor

NZCTU

P O Box 6645

Wellington 6141

Or via email to suew@nzctu.org.nz