

NZNO Industrial Advisor

The New Zealand Nurses Organisation Tōpūtanga Tapuhi Kaitiaki o Aotearoa (NZNO) is the lead professional union for nurses. Our job and responsibility is to represent more than 60,000 nurses, midwives, students, kaimahi hauora, and health workers in Aotearoa/ New Zealand. We represent the interests of nurses on professional and employment related matters. We are affiliated to the International Council of Nurses (ICN) and the New Zealand Council of Trade Unions (NZCTU). NZNO embraces Te Tiriti o Waitangi and works to improve the health status of all people of Aotearoa/New Zealand through participation in health and social policy development.

NZNO now seeks applications for the role of Industrial Advisor who will be responsible for national negotiations as an advocate. This is a permanent, full-time role based in an NZNO office nationally.

This role will:

- Work with staff project teams and member negotiating teams, with a core focus of the work being, the negotiation of successful outcomes for members through mechanisms such as collective agreements, pay equity processes and other strategic opportunities that arise.
- Provide oversight and some implementation of negotiation outcomes, participation in work programmes arising from negotiated settlements, and engagement with members in the development and negotiation of claims.
- Work with other leadership roles to contribute to the unions campaign plans and support NZNO's membership groups and contribute to the unions strategies to organise members.

Knowledge and experience required

The appointee will have some or all of the following knowledge and skills:

- Knowledge, experience and understanding of collective agreement and / or pay equity matters
- Strategic bargaining knowledge
- Knowledge, experience, and skills in the legal and / or human resources management field
- Bargaining or negotiating experience and demonstrated strong written and oral communication and advocacy skills
- Experience in strategic analysis and planning as it relates to campaigning and advocacy
- Ability to work in a Tiriti o Waitangi-based organisation
- Effective, efficient time-bound work practice
- An understanding of organising unionism and ways to build leadership capacity in others
- Demonstrated strong written and communication skills

If you want to be our Industrial Advisor and believe you have the requisite negotiation, advocacy skills and knowledge, please email your application and curriculum vitae to Tali Williams at

Tali.Williams@nzno.org.nz by **Friday 13 December at midday.**