

VACANCY

**Director – UNICARE
Nyon, Switzerland
GRADE E**

UNI Global Union is the voice of 20 million service sector workers around the world. Through 900 affiliated trade unions, UNI represents workers in 150 countries and in every region of the world. Our Head Office is based in Nyon, Switzerland.

UNI Global Union is seeking a Director for its UNICARE sector which includes workers in private long-term care, childcare, healthcare and social insurance.

Private care is one of the most rapidly expanding and critical sectors in the services economy. The increase in aging populations, financial demands on working families, and governments increasingly looking to private sector, for profit and multinational companies to play a role in this industry, mean that new markets and new workplaces are rapidly being created. This work is characterised by low wages, inadequate training, and impoverished working conditions. Short-sighted, cost driven decisions are proving bad for workers and communities.

All of these factors require a new look at policies and regulations but also they require a campaign-oriented, union-building approach to addressing workers' issues in this industry. UNICARE is developing a programme for the sector which unites efforts across countries and UNI regions. Care workers and their unions are coming together to create change in the UNICARE sector, by coordinating efforts around the globe and across regions of the world, to build workers' power and campaign to create care jobs and communities with justice.

Responsibilities

- Working with affiliate unions, international organisations, and other industry stakeholders to assist in achieving jobs with justice for care and social insurance workers
- Implement the decisions of the UNICARE meetings and conferences.
- Growing the sector through outreach to unions and ongoing contact around the globe.
- Continue to develop and implement the UNICARE global strategic action plan.
- Implement strategies to assist unions in their organising efforts to grow unions.
- Develop campaigns with affiliates to win organising rights from regional or multinational companies
- Collect and share “best practices” in policy advocacy, union organising campaigns and membership recruitment activities.
- Update affiliates on key regulatory, employment and other developments in the industry
- Prepare material, presentations and documents for meetings and conferences, report and follow up on these meetings.
- Communications including writing of web articles, concept papers and further developing the use of social networks and communications tools in the sector.
- Support the development of messaging and tools to enable effective organising and campaigning in the sector, and to enhance and amplify the work done by affiliate unions, including during solidarity actions and activities.
- Build relations with employers globally and regional.
- Secure a positive relationship with affiliates and respond to their needs for solidarity support



Competencies & Experience

This is a demanding role that requires significant practical union experience. The required competencies for the position include the following:

- A strong personal commitment to the goals of UNICARE and UNI Global Union.
- A minimum of 8 years' experience with a union organisation, at the national or international level.
- Experience as an organiser would be a strong advantage.
- Knowledge of the care sector, and experience working within the care sector, or experience in organising care workers.
- Experience in strategic planning, campaign planning and program development.
- Ability to identify best practices and innovations in union recruitment, organising, campaigning and/or representation.
- Experience working in multiple countries would be an advantage.
- Demonstrated ability to work independently, within the context of a plan with goals is required as is the ability to plan strategically and administratively, as well as having a track record in achieving targets, monitoring and meeting deadlines.
- Effective time management skills, including prioritising and managing multiple tasks.
- Fluency in English, both spoken and written, is essential. Knowledge of other languages is an advantage.
- A strong work ethic, the ability to work irregular and unusual hours, involving strenuous travel commitments is essential.
- A dynamic and energetic personality, strong leadership skills, the ability to motivate colleagues and the capacity to contribute to this work in creative and innovative ways is important.
- An ability to promote constructive relations between affiliated unions and multinationals engaged with UNI and its affiliates, comfort with public-speaking.

The terms and conditions of employment are according to the collective agreement existing between UNI, its employees in Nyon and their trade union. The successful candidate will be expected to relocate to the Head Office region and to take up the position as soon as possible.

We ask for applications for the position by no later than 09.00 (CET) **4 April 2016**. Any candidate wishing to apply should complete the application form (available from www.uniglobalunion.org/jobs) and return it to:
Colin Medland, Head of Operations, UNI Global Union, Email: jobs@uniglobalunion.org

DEADLINE FOR APPLICATIONS: 9am, 4 APRIL 2016