

## Vacancy notice

Department: Global Organising Academy  
Post: **Director**  
Grade: HOD

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The International Trade Union Confederation (ITUC) represents the world's working people through 332 affiliated organisations in 163 countries. We are the largest democratically elected movement in the world.

### JOB MISSION

The Director of the Global Organising Academy (GOA) is responsible for strategic campaigns, organising and growth. GOA was established to support national trade union confederations committed to building workers' power through strategies centred on increasing union membership, including co-operation with regional union structures and Global Union Federations (GUFs) to build the capacity of the international trade union movement to achieve new targets and reach its goals.

GOA is a key Department within the ITUC, working directly under and closely with the General Secretary. It consists of a small staff based in Brussels and in the field, supported by co-ordinators in ITUC Regions.

### JOB DESCRIPTION

To lead the work of the GOA to:

- Develop and implement priority global campaigns at the direction of the General Secretary.
- Managing the development of campaigns strategies and tools that builds best practice for campaigning and organising with affiliates in a variety of changing industrial, regional, political and cultural contexts.
- Oversee the development of curricula and materials to support ITUC's campaigning and organising priorities
- Continue to maintain and develop a broad global network of national and regional affiliates with a flexible yet common approach to Organising
- Maintain and develop with the ITUC regional structures and GUFs appropriate strategies to grow affiliates' capacity to focus their structures and resources towards significant growth targets

### Main responsibilities

- Effectively develop and implement campaigns and projects across the globe, supporting and building affiliates capacity in their organising.
- Effectively lead a GOA team with members in Brussels and in the field, ensure assistance and back-up for the team.
- Support all GOA activities related to organising campaigns.

- Manage administrative requirements.
- Ensure effective monitoring of the global state of organising and innovative approaches.
- Collaborate effectively with all ITUC Departments to achieve coherence in the 'Building Workers' Power' agenda to support organising campaigns related to the ITUC's priority areas of work.
- Oversee the development of effective strategies for the inclusion of women, youth and marginalised groups.
- Coordinate and negotiate with Regional Organisations the development and implementation of appropriate strategies to develop affiliates' capacity to focus their structures and resources towards significant growth targets in line with the ITUC's Congress mandate.
- Work with GUFs to develop appropriate strategies towards significant growth coordinated targets.
- Support a system of permanent and fluid communication with Lead Organisers in the field through interactive networks.
- Ensure internal as well as external communication and represent the ITUC in other missions as required.
- Such other work as the General Secretary shall exceptionally require from time to time.

## PERSON SPECIFICATION

The successful candidate will have:

- Experience of strategic campaign development.
- Organising experience and a strong grasp of organising fundamentals.
- Experience of programme and people management.
- Significant knowledge and/or experience of the international trade union movement.
- A good understanding of workers' rights issues.
- Fluency and excellent writing and oral skills in English is essential. Knowledge of other official ITUC languages (French and Spanish) and other languages is an asset.
- Presentation skills (giving speeches, leading discussions, participation in panels)
- Advocacy, negotiation, listening and communication skills.
- Writing skills (including reports of activities and reports to funding agencies, as well as training materials, policy submissions and material for publication).
- IT and social media skills.
- Self-management skills and the capacity to work under pressure and to meet deadlines.
- Cultural awareness and respect for diversity in a multicultural work context.
- Spirit and commitment to solidarity, democracy, equality and social justice.
- Availability to undertake international travel as required.

We offer an attractive salary and benefits package.

Once appointed, the postholder must be located within daily commute distance to the ITUC head office in Brussels.

The ITUC is an equal opportunity employer and we encourage appropriately qualified candidates, especially women, candidates from developing countries and minorities to apply.

**Closing date:** 16 September 2022, 09:00 am Brussels time

**Applications:** CV and cover letter should be sent in English to HR @ [jobs@ituc-csi.org](mailto:jobs@ituc-csi.org)