



**YOU CAN**

# CHANGE THE WORLD



# UNIONS ARE CONSTANTLY CHANGING AND IMPROVING THE LIVES OF WORKING PEOPLE.

Everyday workers are given the confidence and encouragement to make a difference in their workplace. They achieve this through a strong network of workplace representatives and organising staff.

Organising Works is a training program developing new waves of organisers. Organisers that help workers stand together, to stand proud and build a better future across Australia.

We are now recruiting for our 2023 wave of trainee organisers  
– if you want to change the world – join us.

## APPLICATION PACK ORGANISING WORKS TRAINEE

Position	Organising Works Trainee
Applications closing date	25 July
Interview dates	Take place over July and August
Interview process	Two interview rounds. <b>Stage 1</b> - interview with the ACTU <b>Stage 2</b> - interview with the ACTU and sponsoring union.
Appointment date	September 11
Education and development for external candidates	Successful applicants will be placed with a sponsoring union. The sponsoring union will be the employer. The Organising Works Unit at the ACTU will be responsible for recruitment to the program, education and development over the 12-month duration of the program.
Education and development for union sponsored delegates	Existing workplace union delegates can access the program through their union. Discussions will take place with the union and the delegate to ensure they are active supporters of Australian union values. The Organising Works Unit at the ACTU will be responsible for recruitment to the program, education and development over the 12-month duration of the program.

# ORGANISING WORKS

The Australian Organising Works program was established in 1994 to provide affiliated unions with a younger more diverse group of organisers to organise and empower workers. Since then, more than 1,000 people have advanced through the program – playing their part in steering the trade union movement through difficult, but exciting times. We are now recruiting our first wave of Organising Works trainees since 2019.

If you believe that the world could be different?, that it should be different. If you want to play an active role in helping workers and communities fight for a better world, then we want to hear from you.

Over the next few weeks the ACTU will be recruiting the next generation of Organising Works trainee organisers. These organisers will be employed with sponsoring unions, learning the skills and knowledge to inspire and activate workers across this country.

The Organising Works program is a traineeship, and you will learn from the best in our movement. We ask only that you have a passion to fight injustice.

As an Organising Works trainee based in a union you will be deployed across a range of situations and you can expect the role will include:


- » Talking with workers as they turn up to work
- » Accompanying union representatives on workplace visits to build membership and activity
- » Organising conversations and meetings outside of the workplace – like visits at home.
- » Identifying and developing workplace activists
- » Supporting workplace activists to lead in taking collective actions
- » Working and building relationships across the union movement
- » Engaging and building community relationships
- » Building collective workplace meetings
- » Supporting workplace activists run effective inductions for new starters.

You will be employed by the sponsoring union, but your development will be delivered by the team at the Organising Works Unit, led by the ACTU.

## ABOUT THE ACTU

The Australian Council of Trade Unions (ACTU) is the peak union body representing over 1.7 million workers and their families. Since its creation in 1927, the ACTU has spearheaded some of the most fundamental workplace struggles in Australia's history.

The ACTU's role as a peak body is to be a national voice for our movement and defending and advancing workers' rights by co-ordinating union campaigns, representing workers at a range of government and non-government forums and to provide industrial, policy and other support to our affiliates.

A portrait of Sally McManus, ACTU Secretary, wearing glasses and a black top. The photo is framed with a black border that has '47' and 'KODAK PORTRA 400' written vertically on the right side.

**"I WAS 22 WHEN I STARTED, AND IT WAS AN INCREDIBLE PRIVILEGE TO BE TAUGHT AND MENTORED BY SUCH EXPERIENCED AND DEEPLY COMMITTED UNIONISTS. ORGANISING WORKS INJECTED NEW ENERGY AND IDEAS INTO OUR MOVEMENT. THE CHALLENGE THEN, IS THE SAME CHALLENGE NOW, GROWING OUR MOVEMENT. EVERY GENERATION NEEDS TO FACE THESE CHALLENGES AND DEAL WITH IT ON THEIR OWN TERMS."**

**SALLY MCMANUS, ACTU SECRETARY**



# THE PROGRAM

As a trainee with the program, we will assume no prior knowledge of unions or industrial relations. Successful applicants will join an education and development program that will lift knowledge, skills and confidence enabling participants to build powerful groups of workers.

The Organising Works education and development will be deployed in four ways:

## 1. You will attend three week-long blocks of face-to-face education sessions in Melbourne:

- » 11 - 15 September
- » 5 - 9 February
- » 3 - 7 June.

And will look to develop understanding for:

- » Organising and building worker power
- » Role of the union organiser in supporting workers build their own power
- » Supporting and developing the capacities of workplace activists
- » Bargaining, and how to bargain to build power
- » Economics for trade unionists
- » History of the union movement and social justice
- » Building unity among workers by tackling and reducing discrimination based on sex, gender, race, ability, age, class, religion, and nationality
- » The law, its limitations and how to win collectively
- » Using workplace issues to build interest and action.

## 2. You will also participate in regular webinar events that will:

- » Develop understanding for new and emerging organising techniques
- » Develop historical understanding for the trade union movement
- » Increase understanding for the activity of the trade union movement in other countries
- » Strengthen your political campaigning
- » Develop your analysis around economics, neoliberalism and social change
- » Develop knowledge by researching companies, industries and finding leverage.

## 3. Self-guided and group learning opportunities

It is expected that trainees spend some of their own time reading relevant research and discussion papers. This material will be provided on a weekly basis and will aim to supplement education and development of webinars and face to face learning. There will also be the opportunity to work with other trainees from the program to self-organise to review material and enhance learning.

## 4. Campaign Clinics

In a first, the program for 2023 will provide trainees with the opportunity to develop experience, skills and knowledge in live campaign settings. From membership blitz activity to street and community activity, protests, rallies, workplace meetings, activist education, house visits and phone banking. Unions will come to the program with requests for resourcing. The Campaign Clinic will then help deliver that activity. Unions will get the resourcing they need, and the trainees will get the experience and development they need.

**Through a twelve-month program the Organising Works program will develop the trainee into a modern-day Organiser.**



**"I WOULD LOVE TO SEE THE UNION MOVEMENT GROW TO A POINT WHERE ALL WORKERS CAN EXPERIENCE THE HIGHEST STANDARD OF FAIR AND EQUITABLE TREATMENT AND AND SAFE WORKING CONDITIONS."**

**SUKHMEET, ORGANISER,  
MEDIA, ENTERTAINMENT & ARTS ALLIANCE**

# SELECTION CRITERIA

## Duties and Responsibilities

- » Build worker power by recruiting new members into the union
- » Support workplace activists to increase their capacities and confidence
- » Work with health and safety reps to build strong union cultures around health and safety
- » Work effectively and positively within a team
- » Build strong and effective relationships with other unions, allies, and community organisations
- » Be a champion of diversity and inclusion and educating others to our values
- » Provide organising support to political projects or campaigns as and when needed.

## Key Selection Criteria

### *Desirable experience:*

- » Participation in forms of collective action
- » Able to move other people through conversations to action
- » Familiarity with Office 365
- » Familiarity with social media platforms and using such platforms to positively engage and influence others
- » Organising against division.

### *Personal qualities*

- » Can thrive when working on your own
- » Has levels of initiative that can create ideas and activity to organise workers
- » Deliver on the ground leadership
- » Ability to coach and mentor others including future workplace activists
- » Ability to think strategically, tactically and to have the right attitude to learn the difference
- » Willingness to learn
- » Willingness to work out of hours and in own time
- » Ability to plan, execute plans, reflect on activity and take responsibility for driving plans
- » Enthusiasm to support learning of others
- » Commitment to combating racism, sexism, homophobia, transphobia, ageism, ableism and to fight for unity and solidarity
- » Commitment to build class-based solidarity and resistance
- » Ability to evaluate conflicting time priorities and prioritise the activity for growth and organising.

**"I HAVE BEEN TEACHING AT A SCHOOL WHERE I'M SURROUNDED BY A LOT OF WOMEN OF COLOUR STAFF, AND WORKING TOGETHER WITH WOMEN TO ACHIEVE LOCAL WINS. IT'S REALLY GIVEN ME A LOT OF ENCOURAGEMENT AND IS KIND OF WHAT GOT ME INTO THIS JOB."**

**HANAE, ORGANISER, AUSTRALIAN EDUCATION UNION**



# APPLYING

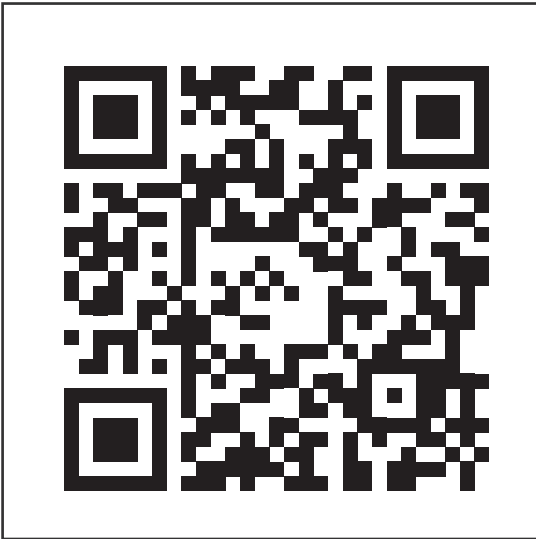
You can apply for the role of Organising Works Trainee through a range of methods, including:

- » A written document
- » Audio recording
- » Video recording.

## To advance your application

Follow the link below, enter your details and upload your response to the selection criteria.

## APPLY HERE:



**[AUSUNIONS.IO/OW-APP](https://ausunions.io/ow-app)**

## Next steps and selection process:

1. Complete the application form
2. Provide information that sets out your responses to the 'Role and Selection Criteria'
3. If you are not short listed for the interview stage, we will contact you and let you know and provide feedback
4. If you are successful in making it through to the first round of interviews, we will contact you to let you know the details and process for those interviews
5. There will be several rounds of interviews.
6. If you are successful in making it through to the end you will start the traineeship the week beginning the 11 September.

For more information contact Jon Clark, 0439454128 or [jclark@actu.org.au](mailto:jclark@actu.org.au)

Good luck – we can't wait to meet you!