

**Job Vacancy:**

**Organizer
Nairobi, Kenya**

UNI Global Union has an ambitious programme to improve working conditions for workers through strong unions, including workers in the information, communications, and technologies sector.

We are seeking highly motivated individuals to fill new positions as Organizers in Nairobi, Kenya, to support workers in the information, communications, and tech sector to build power and form unions.

Candidates with organizing and campaigning experience in unions or related fields will be highly regarded, with experience in the information, communications, and tech sectors a plus.

Successful candidates will report to the Senior/Lead Organizer.

**About** [**UNI Global Union,**](https://uniglobalunion.org/about/)[**UNI Africa,**](https://uniglobalunion.org/about/regions/uni-africa/) **and Communications Workers of Kenya (COWU)**

UNI Global Union, based in Nyon, Switzerland, represents more than 20 million workers from over 150 different countries in the fastest growing sectors in the world – skills and services.

UNI Africa is a powerful regional voice for workers which supports the economic and social lives of hundreds-of-millions of people. Together with hundreds of trade union affiliates across the Africa region, UNI Global Union builds union power and influence in the workplace to ensure that all skills and services employees are organized into strong unions and protected by collective agreements.

In the information, communications, and technology sector in Kenya, UNI affiliate Communications Workers of Kenya (COWU) is the union for tech workers with the track record and goal of expanding the voice of workers throughout the sector through strong unions.

**Organizer**

**Key Responsibilities**

Successful candidates will have the following responsibilities:

* Educate workers in the information, communications, and technology sectors about their workplace rights, and how to build and exercise collective power to improve pay, working conditions, gender equality, and sector policies.
* Build active and sustainable organizing structures that contribute to achieving the objectives of the union.
* Create and work to organizing plans ensuring membership growth; member leadership and action; and winning industry power.
* Assess and support the development of delegates and members.
* Conduct research and mapping of target workplaces.
* Negotiating with employers
* Develop digital engagement, including social media outreach.
* Ensure that the union’s values of equity, diversity and inclusion are upheld and promoted.
* Documenting and reporting.
* Other duties as directed.

Further information about an Organizer’s role and responsibilities is available on request.

**Key Selection Criteria**

Successful candidates should possess the following:

* A passion and drive to improve workers’ lives and achieve the goals of the project.
* Good communication, messaging, and rapport-building skills.
* An ability to develop members, including motivating and educating others.
* Willingness and ability to learn, adapt, and problem solve.
* An ability to plan and organise work and achieve outcomes.
* Ability and willingness to work long and irregular hours.
* Ability to travel and be away from home location for specified periods of time.
* Proficiency in English, with additional languages a plus.
* Demonstrated ability to meet deadlines and targets.
* Demonstrated commitment to economic and social justice.
* Experience using digital and social media tools for engagement.

Preferred but not essential:

* Organizing and campaigning experience in unions or related fields.
* Understanding of the tech industry or history of working in a tech company
* Experience as a trade union member, activist, or leader.

**Job Offer**

* Salary: Competitive salary and benefits package will be offered to successful candidates.
* Term of Contract: 2 Year Full-time (40 hours per week on average and days as required) with 6-month probationary period. Contract to be reviewed annually for project duration.

Successful candidates will be expected to take up their position in August 2024.

To apply for the position, please send cover letter which addresses how your experience speaks to the qualifications of the position along with CV (in English) stating your motivation and the skills that you would bring to this specific post to job.kenya@uniglobalunion.org by **June 7th, 2024** with the subject line: **Organizer (Kenya)**.

Note that an invitation only assessment centre for potential candidates will take place in late June 2024 in Nairobi, Kenya, which candidates will be required to attend in person.