

JOB POSTING LEAD ORGANIZER

The UNI Global Union has an ambitious programme to improve working conditions for workers through strong unions.

We are seeking highly motivated individual to fill new position of **Lead Organizer** in **Ghana, working in partnership with the Health Services Workers Union (HSWU)** there. Candidates with organizing and campaigning experience in unions or related fields will be highly regarded.

Successful candidates will report to the project lead.

About [UNI Global Union](#) and [UNI Africa](#):

UNI Global Union, based in Nyon, Switzerland, brings together workers from over 150 different countries in the service economy to win better jobs and better lives. UNI helps workers build power by growing unions through organizing; protecting and expanding collective bargaining; and holding corporations and governments accountable to workers, not just an elite few.

UNI Africa represents services workers in hundreds of unions across the African continent. With its affiliates, it advances workers' rights by supporting campaigns, promoting social dialogue and developing constructive labour-management relationships.

With staff and partners throughout the world, the UNI Global Union and its affiliates in all regions stand with the cleaners, care workers, postal employees, IT specialists, professional athletes, printers, cashiers, security officers, bank tellers, call centre employees, screenwriters, and millions of other workers we represent.

Lead Organizer: Ghana

Key Responsibilities

Successful candidate will have the following responsibilities:

- Lead a team of organizers by:
 - Providing real time feedback to the organizers.
 - Coaching organizers to drive continuous improvement and skills development.
 - Prioritizing and allocating tasks to organizers.
 - Reporting on the teams' activities.
 - Developing, co-ordinating and delivering training for organizers.
- Lead organizers will complete the following tasks:
 - Educate health and care workers 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.
 - Maintain data, work with social media, generate reports, lead zoom and digital engagement work.
 - Negotiate with employers.

- Ensure that the union's values of equity, diversity and inclusion are upheld and promoted.
- Other duties as directed.

Key Selection Criteria

Successful candidates should possess the following:

- A passion and drive to improve workers' lives and achieve the goals of the project.
- Minimum of one year experience as an organizer in trade union or social/economic justice organization, with demonstrated supervisory or training experience preferred.
- Good communication, messaging and rapport-building skills.
- Demonstrated experience managing data and using basic digital tools.
- An ability to develop workers, including motivating and educating others.
- Willingness and ability to learn, adapt, and problem solve.
- An ability to plan and organize 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.
- Demonstrated ability to meet deadlines and targets.
- Demonstrated commitment to economic and social justice.

Preferred but not essential:

- 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: Two Year Full-time (40 hours per week on average and days as required) with six-month probationary period. Contract to be reviewed annually for project duration.

UNI is committed to diversity and strongly encourages applications from women, marginalized communities, the LGBTI community, and people with disabilities to apply for this position.

Successful candidates will be expected to take up their position as soon as possible after the interview.

To apply for the position, please send a letter of application (in English) addressing the key selection criteria and the skills that you would bring to this specific post, along with your CV via email to the Project Lead jannette.armstrong@uniglobalunion.org with the subject line: **Lead Organizer (Ghana)**. Applications close Tuesday, 19 December 2023.