

# VACANCY

## Head of UNI Care

Nyon, Switzerland  
Grade F (100%)

UNI Global Union is seeking a Head of Care to assist the UNI Care sector with:

Growing unions, improving working conditions, achieving better regulations and building global labour relations with the leading multinationals in the sectors.

### About UNI Global Union

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UNI Global Union is the voice of 20 million service sector workers around the world. Working with our affiliated unions, UNI represents workers in over 150 countries in industries such as Cleaning & Security, Commerce, Finance, Telecommunications, and IT. Our Head Office is based in Nyon, Switzerland with over 50 staff.

Our mission is to build power for working people through growing strong unions and to change the rules of the game in the global labour market to ensure respect and dignity in the global workplace.

### About the job

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UNI Care (private care and social insurance) is a large, growing, exciting and dynamic sector within UNI Global Union. This sector has developed a strategic action plan which unites and aligns efforts in all UNI regions for coordinated and integrated action.

The Head of Care's mission is to develop and implement UNI Global Union's "Breaking Through" strategy as well as the strategic plan adopted by the UNI Care Global Conference in 2019. He/She/They needs to understand the specific dynamics and needs of each particular area within the sector. The role will report to the General Secretary.

As Head of Care, your main responsibilities will be to:

- Implement the decisions of the UNI Care steering groups, committees and conferences at the regional and global levels.
- Secure the implementation of UNI Care strategic plan globally and in the four regions: Africa, Americas, Asia & Pacific and Europa.
- Represent UNI Care with multinational companies in the sector and organise the workers' side in those companies at international level, building trade union alliances and networks as well as negotiating and implementing global agreements.
- Develop activities to assist affiliates in their organising and education/capacity-building efforts in order to grow their membership and develop their union structures.
- Ensure that workers have a voice in global and regional regulations that affect the care sector in the ILO, OECD, WHO, European Union and other institutions or organisation.
- Develop new strategies to organise the new and growing areas of the sector.
- Increase UNI Care membership base.
- Secure a positive relationship with UNI Care affiliates and respond to their requests for support.
- Monitor the rapid changes and trends in the sector and influence their direction.
- Establish and maintain contact with employers and their organisations, globally and regionally.
- Cooperate closely with other parts of UNI Global Union and the international trade union movement.
- Monitor developments relevant to the sector, including activities of affiliates.
- Promote the visibility of UNI Care, including regular communication with affiliates.
- Manage sector staff at head office and in the regions.
- Fundraise money for organising projects.
- Create and manage the annual sector budget and secure additional outside funding for the sector work.

The position is based in Nyon Switzerland. The terms and conditions of employment are according to the collective agreement existing between UNI, its Nyon employees' and their trade union.

## Experience & Competencies

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The successful candidate will have :

- A minimum of 8 years of leadership experience with a union organisation, at the national or international level. Working several years in a leadership role in a Global Union Federation or its Regions is a strong advantage.
- Good hands on awareness of how a national union functions and experience of operating in different labour relation settings.
- Direct national, international and wider trade union experience, including:
  - Working with and representing union members in collective bargaining and negotiating with employers.
  - Organising and employer focused campaigns.
- An understanding of sectoral developments in Care and their impact on UNI Care's interests.
- The capacity and experience to represent UNI Care with international institutions, companies and affiliates.
- Prior knowledge and union involvement in the Care sectors is a must, including knowledge of industrial relations and union trends.
- Experience working in multiple countries.
- The ability to plan strategically and administratively, as well as a track record of reaching targets.
- Proven communication, advocacy and campaigning skills, including strong writing ability.
- Fluency in English, spoken and written, is essential. Knowledge of any other languages is an advantage.

In addition, the successful candidate will have a strong personal commitment to the ideals and goals of UNI Care and UNI Global Union and will demonstrate the ability to respond to unexpected events effectively and efficiently, delivering results in this fast-paced environment. He/she/they will possess solid leadership skills, including interpersonal savvy, partnership skills and the ability to motivate colleagues as well as honesty and integrity.

This position requires flexibility and frequent travel.

## We offer

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- Excellent benefits and terms as part of a collective agreement.
- A competitive salary, Grade F, payable in 13 instalments.
- Flexible work policies in terms of core hours and working from home.
- Excellent Pension scheme and healthcare insurance benefit.

## How to apply

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UNI is committed to diversity regardless of gender, age, culture, origin, language, religious beliefs, sexual orientation, political beliefs, gender identity, appearance, lifestyle, or family situation.

This position is published on <https://www.jobup.ch/en>.

**Application deadline: June 30<sup>th</sup>, 2023.** Interviews will take place in Nyon as from July 2023.

## Data management

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For us to comply with new data protection laws, UNI Global Union does not retain unsuccessful candidate applications. If you would like to know about future employment opportunities, please visit our employment website where all our vacancies are posted <https://uniglobalunion.org/jobs/>.