

POSITION DESCRIPTION

Organiser

Health Services Union South Australia / Northern Territory Branch

SALARY \$76,828 - \$89,981 + 12% super <i>Starting salary determined by skills and experience; full-time rate.</i>	REPORTS TO Branch Assistant Secretary
WORK LOCATION 170 Greenhill Road, Parkside, SA	EMPLOYMENT TYPE Full-time (38 hrs) or part-time <i>Part-time arrangements no less than 22 hours per week.</i>

POSITION OVERVIEW

The role requires strong communication and relationship-building skills, a commitment to social justice and union values, and the ability to work independently and as part of a team in a fast-paced, member-led environment.

The core objective of the position is to drive membership growth and build union power by identifying and acting on opportunities to organise and expand the Union's presence in workplaces. The role will have a strong focus on recognising growth opportunities, developing plans to convert those opportunities into new members and stronger workplace structures, and building sustainable union density. This includes recruiting new members, identifying and developing workplace leaders and delegates, supporting collective action, resolving workplace issues through organising and advocacy, contributing to enterprise bargaining campaigns, and delivering on the Union's broader strategic growth objectives.

ABOUT THE HSU SA/NT BRANCH

HSU SA/NT is a growing and member-driven union focused on building strong workplace organisation, increasing union membership and delivering meaningful outcomes for members. We represent workers across the health and community services sectors, including allied health professionals, health professionals, technical and support staff, and community services workers. The Branch works closely with delegates and workplace leaders to campaign for better wages and conditions, safer workplaces, stronger professional recognition and high-quality health and community services.

POSITION DESCRIPTION

Principal Duties

The position will work flexibly under the direction of the Union's Leadership, with work allocated according to identified growth opportunities, campaign priorities and the operational needs of the Union. Principal duties include:

- Identify, assess and act upon opportunities to grow union membership, including through workplace mapping, workforce analysis, member leads and other organising intelligence.
- Undertake targeted recruitment and organising activities in workplaces, employers, sectors or geographic areas identified as growth priorities by the Union's Leadership and Senior Organisers.
- Develop and implement workplace organising and growth plans, in collaboration with delegates and other union staff, aimed at increasing membership, union density and sustainable workplace organisation.

- Conduct regular and targeted workplace visits and other recruitment activities to engage potential members, recruit new members, develop activists and delegates, and strengthen the Union's presence in workplaces.
- Identify, recruit, support and develop workplace activists and delegates who can contribute to membership growth, workplace organisation and collective activity.
- Encourage and facilitate members, delegates and activists to participate in union campaigns, organising activities and collective action.
- Implement targeted member retention strategies and processes, including proactive engagement with members at risk of leaving the Union, re-engagement and follow-up activities, analysis of membership loss and cancellation trends, and initiatives designed to strengthen member participation, connection and ongoing value.
- Work with delegates, organisers and other union staff to identify opportunities to improve member retention and implement strategies that address recurring or systemic causes of membership loss.
- Provide industrial advice and support to members where required, including assisting with the case management of larger or more complex industrial matters in collaboration with Senior Organisers and other union staff.
- Communicate effectively with potential members, members, delegates, activists and union staff, both verbally and in writing, about recruitment activities, organising objectives, campaigns and progress against identified growth priorities.
- Maintain accurate and timely member, employer and workplace information in the Union's membership and organising systems, including information relevant to workplace mapping, recruitment, retention and growth planning.
- Undertake other organising, recruitment, campaign or industrial duties as directed by the Union's Leadership and Senior Organisers, consistent with the strategic objectives and operational requirements of the Union.

These duties are intended to reflect, in general, the requirements of the role and should not be interpreted to be all-inclusive.

Essential Requirements

The successful candidate will demonstrate the following capabilities and requirements:

- Demonstrated ability to recruit and engage members, with experience working to measurable targets or objectives.
- Strong communication and interpersonal skills, with the ability to confidently engage with individuals, small groups, and large audiences.
- Proven ability to work independently, manage time effectively, and prioritise competing demands with limited supervision.
- Capacity to work collaboratively and contribute positively to a small, dynamic team environment.
- Proficiency in using digital communication tools, databases, and standard office software to engage with members and manage information.
- A demonstrated commitment to union values, including social justice, equity, and collective action.
- A current driver's licence and willingness to travel throughout South Australia and the Northern Territory.
- Ability to obtain and maintain a Right of Entry permit under the Fair Work Act 2009 (Cth).
- Knowledge of, or experience in, the health and community services sector is desirable, although not essential.

PROBATIONARY PERIOD

The successful candidate will be subject to a six-month probationary period. Continued employment is subject to satisfactory performance.