

LEAD ORGANISER (PUBLIC SECTOR ORGANISING TEAM)

Classification: Grade 3 to Grade 4.
Reports to: Branch Secretary
Branch Committee of Management (BCOM)
Location: The VAHPA office (currently Carlton), with responsibilities across the state. Travel, including interstate, may be required.

SELECTION CRITERIA

Applicants should address the following selection criteria in their application. Each criterion reflects the capabilities, experience, and values required to lead VAHPA's organising program with integrity, purpose, and professionalism.

1. Demonstrated Leadership and Strategic Oversight

Proven ability to lead operational teams in a union or campaigning context, providing both strategic oversight and day-to-day guidance. Demonstrated capacity to mentor, motivate, and support staff development while coordinating planning, ensuring implementation, and maintaining accountability to shared objectives.

2. Commitment to VAHPA's Vision and Strategic Direction

Demonstrated alignment with VAHPA's values and strategic purpose. Ability to translate organisational priorities into coordinated team activity and to represent the union's aims with credibility, professionalism, and integrity.

3. Organising Practice and Campaign Delivery

Extensive experience in workplace organising, including delegate development, recruitment, campaign planning and delivery, and the execution of strategic industrial and political objectives. Ability to model and support best-practice engagement with members and delegates, and to lead others in delivering strategic organising outcomes and advocacy of political and public policy campaigns, underpinned by strong communications strategies and methods.

4. Planning, Reporting, and Evaluation

Strong capability in operational planning, performance monitoring, and structured evaluation. Ability to ensure campaign and team activities are accurately documented, assessed, and refined to support continuous improvement.

5. Collaboration and Cross-Functional Alignment

Capacity to work collaboratively with other teams, including the Disability, Diagnostic and Primary Care (DDPC+) Organising Team, the Industrial and Member Response Teams, and membership support. Willingness to contribute to organisational cohesion and to ensure the organising program is strategically aligned with broader union goals and public policy.

6. Communication, Mentorship, and Advocacy

Excellent interpersonal and communication skills, including the ability to deliver feedback, provide guidance, and support the development of junior staff and other VAHPA employees. Strong written and verbal communication skills, including the preparation of campaign materials, strategy documents, policy positions, internal reports, media strategy and materials, and content for social media platforms.

7. Professional Conduct and Cultural Leadership

Demonstrated ability to foster a culture of trust, solidarity, and mutual respect within a team environment. Commitment to transparency, shared success, and democratic unionism. Willingness to address workplace conflict constructively and model VAHPA's code of conduct.

8. Legal and Practical Requirements

The successful candidate must hold a current Victorian (or equivalent) driver licence and be eligible to hold a Right of Entry Permit under the *Fair Work Act 2009* or subsequent legislation.

Legal qualifications and/or formal industrial relations training are highly desirable.

9. OUTCOME FOCUS AND IMPACT

Demonstrated ability to deliver tangible results through coordinated team activity, including measurable improvements in membership growth, delegate and OH&S structures, workplace and public policy campaign reach, and overall team cohesion.

DOCUMENT CONTROL

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Approved by: BCOM

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