

### **Industrial Adviser (Pay Equity)**

New Zealand Nurses Organisation (NZNO) is the lead professional union for nurses. NZNO represents more than 60,000 nurses, midwives, students, Kaimahi hauora and health workers of which 3,600 are Māori members in Aotearoa/New Zealand. We represent the interests of nurses on professional and employment related matters. NZNO is a progressive organisation which works to improve the health status of all people of Aotearoa/New Zealand through participation in health and social policy development.

NZNO now seeks applications for the role of an **Industrial Adviser (Pay Equity)** for 40 hours per week (full time). Based in our National Office, Wellington, this role has been established to:

- Provide strategic leadership, advice, and advocacy to progress NZNO's Pay Equity goals under our Maranga Mai! Every nurse, everywhere framework.
- Engage with and support Māori in the development of pay equity advocacy for Māori
- Develop strategies to achieve equal pay across all sectors
- Represent NZNO on external bodies and forums to articulate NZNO's views on pay equity. Develop and sustain relationships with key external stakeholders and agencies.
- Lead and support advocacy on pay equity including advocacy of specific pay equity claims, support to other staff and members working on pay equity claims.
- Lead and advocate for collective bargaining as required

### **Knowledge and experience required**

Demonstrated technical knowledge and ability in the following areas:

- Industrial relations / industrial law / equal pay amendment act
- Union movement in Aotearoa NZ
- NZ political, economic, and social environment
- Context in which NZNO members are employed
- High-level people skills and the ability to work directly and collaborate with other staff, elected officials, and member leaders.
- Capacity to comprehend complex issues and think strategically.

Applications should be marked "confidential", include a covering letter, a curriculum vitae and be forwarded by 5.00pm Friday 13<sup>th</sup> September to Heather Sander  
[heather.sander@nzno.org.nz](mailto:heather.sander@nzno.org.nz)