



SCOTTISH TRADES UNION CONGRESS

WORKERS' RIGHTS OFFICER

JOB OVERVIEW

The Workers' Rights Officer, supported by the wider STUC Policy & Campaigns team, will assist in the development and promotion of STUC Congress policy in relation to employment rights, the promotion of employment rights to low-paid workers to build their collective power, and support and capacity building for unions and Trades Councils to use the Scottish Government's Fair Work Framework and relevant employment legislation to improve working conditions. The role will address Scotland-wide issues but with a focus on two localities.

LINE MANAGEMENT

The Workers' Rights Officer will sit within the STUC Policy & Campaigns team and report to the STUC Deputy General Secretary.

JOB DESCRIPTION

Key tasks and responsibilities will include:

- Map sector and regional profiles to identify relevant workplaces, employability services and support organisations.
- Support the development of local employment advice and Fair Work networks in local areas.
- Develop and deliver employment rights training resources and sessions for workers and union reps, in conjunction with partners, unions and trades union councils.
- Initiate and build relationships with key stakeholders in relevant areas.
- Organise joint union events to share best practice on organising low-paid workers and, where appropriate joint union/community events.
- Work with Support@Work and Inverclyde Advice centres project to examine delivery models for worker engagement.
- Where relevant, work in partnership with employers and unions to support the delivery of employment rights.

- Supporting union organising efforts among low-paid and marginalised workers.

PERSON SPECIFICATION

The following criteria are essential:

- Knowledge of employment matters and equalities issues.
- Understanding and experience of trade union organising principles and practices.
- Experience of working with a range of organisations and external stakeholders
- Experience in developing training materials and resources, and delivering learning events and activities.
- Experience of managing and prioritising a complex workload effectively to tight deadlines.
- The ability to work as part of a team.
- A commitment to the values of the labour and trade union movement.

The following criteria are desirable:

- Knowledge of the Scottish economy, employment law, and the Fair Work Framework.
- Experience of evaluating and monitoring project outcomes.

SALARY

Grade 3

Year 1: £44,553

Year 2: £45,667

Year 3: £46,809