

The Educational Institute of Scotland

ORGANISER

North East of Scotland and Highland

Further Particulars

The Organisation

The Educational Institute of Scotland is the largest trade union for teachers and lecturers in Scotland with over 65,000 members in nursery, primary, secondary, special, further and higher education. Approximately 77% of our membership is female. The national HQ is based in Edinburgh and there are Area Offices located in Dundee, Edinburgh and Glasgow.

Organisational Structure

The organisational structure comprises an annually elected Council of 139 lay members, from which are elected five national committees – Executive, Education, Employment Relations, Equality and Salaries. The principal unit of organisation is the Local Association whose boundaries correspond to those of local authorities in Scotland. There are also two self-governing associations for further education lecturers (Further Education Lecturers Association) and university lecturers (University Lecturers Association). Overall strategy and policy are set by the Annual General Meeting held in June each year.

Organisers

All employees act under the general direction of, and are accountable to, the General Secretary for the discharge of the duties of their post. First-line management of the Organiser will be undertaken by a designated Assistant General Secretary.

Location

It is intended that the post holder will service Local Associations and Colleges in the North East of the country (Moray, Aberdeen and Aberdeenshire Council areas) and in the Highland Council area. There is, therefore, an expectation that the successful candidate will spend most of their time visiting and working with members in these areas.

Administrative support will be provided from the Institute's Dundee Area Office located in Broughty Ferry Road, Dundee.

The Institute has a Flexible Working Patterns policy, offering all members of staff a high degree of flexibility over the location at which work is carried out on a day-to-day basis, subject to the overall requirements of the EIS and its members.

Candidates should be aware that appointment is to the service of the Institute, and they may be required to undertake Organiser duties within any area of Scotland.

Principal Duties

The principal duties of the post-holder, which may be varied from time to time by the General Secretary, will include:

- (a) to organise and support the recruitment and retention of members in all the educational sectors represented by the Institute.
- (b) to support the integration of probationer members and recently qualified teachers through engagement in relevant areas, including the running of effective communication and development networks.
- (c) to support activities aimed more broadly at developing membership engagement and activism e.g. campaigning, activist training, national and local CPD events, etc.
- (d) to assist Area Officers, National Officers, and Local Associations, as required, in providing support and a point of contact for school representatives, college and university branches.
- (e) to contribute to the success of events organised by the Institute e.g. AGM, conferences.
- (f) to undertake, under the direction of the appropriate Assistant General Secretary, casework largely at establishment level in support of members, including investigatory hearings.
- (g) to support the work of the Institute more generally, by undertaking such other tasks, appropriate to the role and grade, as directed by the General Secretary.

Essential Experience, Knowledge and Skills

1. The ability, enthusiasm, and interpersonal skills required to successfully promote the advantages of Institute membership to both current and prospective members.
2. Excellent oral and written communication skills - writing reports, letters and emails, etc.; speaking to individuals and groups (small and large); and listening empathetically.
3. Understanding of and commitment to the principles of teacher professionalism, collegiality and trade unionism.
4. ICT knowledge and skills, including competence in use of applications such as spreadsheets, databases, word processing and MS Teams.
5. Ability to plan and prioritise your own work schedule.
6. Full driving licence.

It is also desirable for candidates to:

1. Be educated to degree level or equivalent.
2. Have experience of a membership-based organisation in either a professional or voluntary capacity.

Principal Terms of Employment

1. The Organiser post is a full-time position. Candidates must be able to commute reliably to their principal place of work and should also be aware that appointment is to the service of the Institute and they may be required to transfer to another location within Scotland and/or to other duties or area responsibilities commensurate with the grade of Organiser. The post-holder will report to an Assistant General Secretary in the first instance and will be responsible to the General Secretary for the proper and efficient discharge of their duties.
2. The salary for the post is £52,965. Under the current agreement between the relevant union and the Institute the salary value is increased from 1 August each year in line with movements in teachers' salaries.
3. The successful candidates will be eligible to join the Staff Superannuation Scheme which currently provides a range of benefits, including age benefits at age 65, ill-health retirement benefits and death-in-service benefits. The employee's current contribution is 7% of salary. The Scheme provides for annual increases in pensions in line with RPI.
4. Appointment to the service of the Institute is subject to satisfactory references and criminal record checks.
5. Organisers are entitled to 32 working days' annual leave in the year beginning 1 September (pro-rata). Leave is taken subject to the requirements of the service and with the prior approval of the General Secretary. In addition, there are 14 Public Holidays which fall on specified dates and are to be taken subject to the requirements of the service.
6. The normal working week for Organisers is 35 hours to be arranged in conjunction with the line manager. The nature of the work requires flexibility as occasionally weekend and evening working is necessary which the Organiser must be available to undertake. There is no provision for overtime payments however appropriate time off in lieu will be given where the work undertaken in a week exceeds 35 hours. Time off in lieu will not apply in respect of attendance at the Institute's Annual General Meeting which is held on the first Thursday to Saturday in June each year.

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7. Absence because of sickness is paid by the Institute on the basis of full salary for a period, followed by half salary for a similar period. Initial entitlement is for one month of full salary, followed by one month of half salary in any period of 12 months, rising after 5 years of service to six months of full salary and six months of half salary. Previous service as a teacher or lecturer counts in the calculation of an Organiser's entitlement to sickness allowance.
8. A car will be offered by the Institute for business purposes. A charge will be made in respect of private mileage undertaken, including commuting to the post holder's normal place of work. Alternatively, the post holder may opt to receive a car allowance and charge the Institute for business mileage undertaken in a suitable private vehicle.

Closing Date

The closing date for receipt of applications is Tuesday 8 April 2025. It is envisaged that leeting will take place on 24 April 2025 and interviews will be held on Tuesday 6 May 2025.