

## Senior Industrial Officer – Flexible Location

### Finance Sector Union

The Finance Sector Union is the union of people working in banking, insurance and superannuation. From technology professionals in superannuation funds to bank tellers, we are a diverse union fighting to make a better finance sector, and a better society.

Organising is at the core of everything we do and our industrial work is a major part of that. The finance sector is evolving and growing fast - our Union is innovative and we campaign to win.

The FSU takes on some of the biggest and richest companies in Australia – and we win.

This is a senior industrial leadership role in our Union, reporting to the National Assistant Secretary. This role will involve working with the Industrial team to implement parts of the industrial strategy, which may be in areas like enterprise bargaining, strategic litigation, or industrial campaigns.

### THE ROLE

As a Senior Industrial Officer you will be a crucial part of our national industrial leadership team. You will be responsible for delivering elements of our national industrial strategy, from high level organising opportunities to enterprise bargaining and industrial campaigns.

Key responsibilities include:

- **Strategic Leadership:** Providing high-level technical and strategic advice on a range of industrial issues to teams across the union
- **Team Development:** Leading and mentoring a team of Industrial Officers, building their skills and capacity.
- **High-Level Case Management:** Leading your team to provide outstanding support to FSU members, including representing them in tribunals and courts like the Fair Work Commission, assisting with enterprise bargaining, and contributing to strategic litigation.
- **Driving Campaigns:** Actively identifying opportunities to build our union's strength through organising and campaigning efforts.

### SELECTION CRITERIA

To be successful in this role, you will have a deep understanding of the union movement and a passion for social justice and union values. You will also possess:

- **Technical Expertise:**
  - A qualification in law, with the ability to hold a practicing certificate if required.
  - High-level knowledge and extensive experience applying industrial legislation, awards, and enterprise agreements.

- Significant experience in enterprise bargaining, dispute resolution, unfair dismissal, and general protections matters.
- Excellent skills in drafting and reviewing complex documents, including Fair Work Commission applications.
- Leadership and Organising:
  - Proven experience leading a high-performing team to deliver exceptional industrial work.
  - A strong ability to develop and implement industrial strategies that achieve an organisation's strategic aims.
  - A sophisticated understanding of organising and how strategic industrial work can be used to build union power.
- Communication Skills:
  - Excellent written and verbal communication skills, with the ability to explain complex industrial concepts to a variety of audiences.

## SALARY RANGE AND LOCATION

The salary for this role will depend on experience. We would encourage people with salary expectation around \$129,132 including a monthly RDO.

The FSU has offices in Melbourne, Sydney, Brisbane, Perth and Adelaide. We welcome applications from people in any location

The FSU is open to flexible working arrangements, full-time, part-time and outside of normal business hours where requested. All FSU staff have a flexible work location, and we are also open to work from home options.

## APPLICATION PROCESS

If you have any questions or you're interested in this role, please feel free to reach out for a discussion. Send an email to [fsuinfo@fsunion.org.au](mailto:fsuinfo@fsunion.org.au), using the subject line: **Senior Industrial Officer - Flexible Location enquiry via EthicalJobs**, and we will be in touch.

To apply, please send your resume and cover letter to [fsuinfo@fsunion.org.au](mailto:fsuinfo@fsunion.org.au)

Applications close 5.00pm Wednesday, 8 October 2025.