



**SOUTH AFRICAN FEDERATION OF TRADE UNIONS**  
**JOB ADVERTISEMENT**

<b>Job Title</b>	Researcher and Policy Coordinator
<b>Reports to</b>	General Secretary & Deputy General Secretary
<b>Contract type</b>	Four years (3months probation)
<b>Location</b>	Johannesburg CBD
<b>Remuneration</b>	Market related & based on work experience
<b>Level/Grade</b>	<i>For office use</i>

#### **Job/Purpose**

SAFTU is looking for a Researcher and Policy Coordinator. The position will lay a foundation for the establishment of a research and policy department of the organisation. The role of a Researcher and Policy Coordinator is a crucial strategic role working closely with the Organisation's Secretaries and the executive team. The incumbent will take full responsibility in improving and maintaining tracking and approval systems to ensure consistent messaging in-line with campaign priorities. The organisation works with labour organisations, activists and related structures in different facets to create positive change in the workplace where people experience discrimination, criminalisation and violence. The incumbent will further advise on the design of high quality, well-targeted research programmes scoping and media exposure to influencing policymakers and supporting campaigns.

#### **Key Responsibilities**

- Tracking of all economic and labour policy developments and advise SAFTU on the appropriate responses
- Coordinate with other sympathetic left-wing research organisations and summarise the key policy options and appropriate actions for SAFTU
- Provide the executive with both speech writing and develop policy memos
- Engage policy makers to create economic supply chains associated with equitable access to basic social goods, such as food, water or transport
- Investigate role of the South African state and how state-owned enterprises, state financing, and infrastructure can be leveraged to achieve equitable development
- Continuously assess the impact of Macroeconomic policy, including tax justice, monetary and financial sector policy, and participatory budgeting to advance socio-economic rights; and the



changing nature of work (globalisation, mechanisation, and precarity) and its relation to the decent work agenda, redistribution, public employment, and new forms of organising

- Investigate the role of the South African state and how state owned enterprises, state financing, and infrastructure can be leveraged to achieve equitable development;
- Provide commentary and monthly newsletter on topical issues impacting the labour market and provide regular updates to the affiliated unions and their members

### Key Performance Areas

Support	Support the executive in team in building policies.
Organisational development	Guidance on areas of development to propel SAFTU forward and to ensure SAFTU remains visible and relevant in policy development space. Build international relations between SAFTU and similar organisations to leverage off the different skills.
Project Delivery	Drive and execute programs that will optimise the organisation's role in influencing policy makers. Ensure execution and delivery is aligned to the overall objectives of the organisation and campaigns.
Communication	Drive change in the labour and social space by ensuring the affiliated organisations stay informed regarding changes in labour legislation and other factors that affect the worker environment. Submit proposals/paper before new regulations are implemented.
Values Alignment	As a leader in the organisation, embody SAFTU's values of integrity and courageous leadership.
Team development	Invest in building research and policy making department.



### Experience and Core competencies

- Experience in policy making for 2 – 5 years
- Experience in applied research for 2 – 5 years
- Strong analytical skills
- English language fluency
- Strong writing ability
- Previous academic or non-academic publications
- Coordination skills
- Be able to both follow instructions and work independently.
- Understand the economic environment (micro & macro-economics)
- Be committed to progressive economic transformation in South Africa

### Qualifications

- Hold a Master’s degree
- Hold a qualification in Economics – preferably with heterodox, pluralist or development content – or in a related Social Science field;

### Working conditions

This role requires the candidate to provide support to the executive and will be largely based at head office. Traveling maybe required from time to time.

### Stakeholders

Internal	External
National Office Bearers	Regulatory bodies
National Executive Committee	Industry influencers
Adhoc- subcommittees	Labour organisations
Employees	International community
Affiliated unions	



## Contact Details

For applications and queries please email Renoster Mohale at [vacancies@saftu.org.za](mailto:vacancies@saftu.org.za)

Applications closes on 5<sup>th</sup> February 2019 and no late applications will be accepted

Reference for application: Researcher and Policy Coordinator