

PRAXIS: THE ARTISTS' UNION OF IRELAND

Election Information for Candidates

About Praxis and the Election

Praxis: The Artists' Union of Ireland is a trade union established in 2021 by artists for artists across all disciplines in Ireland. We define artist in the widest sense of the word. The union is committed to giving artists strategic power in their places of work and to improve their living and working conditions.

Praxis is currently seeking candidates for election to the Union Council. The Union Council is a body democratically elected by members that oversees the day-to-day running of the Union. Elected Officers are responsible for implementing Union policy, working with the Council on day-to-day Union matters, and carrying out duties specific to their role. Officers serve the membership, acting in their best interest and working to deliver upon the goals set by members at the AGMs. All members of Praxis are entitled to nominate themselves for election to Council.

The terms of the position are as follows:

- The maximum term for Officers is **three years**.
- This is a **voluntary, unpaid** position, with **expenses covered**.
- Officers are expected to contribute **max. 5hrs** of voluntary work per week to Union activities.
- Officers may work remotely from any location.
- Periods of temporary leave can be arranged for Officers upon agreement with the Council.
- The Council takes at least two-week breaks at Christmas and during the summer.

The expected start date for elected Officers is the beginning of April 2024.

How to Apply

Members can nominate themselves for an Officer position in Council by emailing their name and the regional position they are running for to info@praxisunion.ie with subject header 'ELECTION NOMINATION 2024.' The deadline for nominations is **Friday, 15th February 2024**.

After their nomination, election candidates will be asked to submit a 200-word election statement that will be distributed to members. Voting will take place in March.

For more information about the duties and responsibilities of Officers, and Union election procedures, please see [Rule 4 of the Union Rule Book](#) or contact info@praxisunion.ie.

Visions Objectives Strategy and Principles of the union can be found [here](#).

Role Description - Regional Recruitment Officers

As the strength of a union is its membership, we are looking to grow our member base with the allocation of four new regional recruitment officers, covering Munster, Leinster, Connaught and Ulster, respectively. These Regional Recruitment Officers are responsible for continuously growing Union membership and maintaining records related to membership. As Praxis completes its merger with SIPTU, these four Regional Recruitment Officers will support the Recruitment and Membership Mapping Project Coordinator in this transition period.

In your application, please specify which region you are most suitable to represent (Munster, Leinster, Ulster, Connaught). It is not a requirement that you are based full-time in the region you wish to represent, though it may be beneficial.

Enthusiasm, a conviction in the power of organising artists and a team mindset are the most important criteria of this role. We encourage any members who have questions on the role to email us at info@praxisunion.ie

Responsibilities and Duties

- Liaise with the other recruitment officers to develop and implement the recruitment strategy of the Union
- Support the Recruitment and Membership Mapping Project coordinator as they map out Praxis' potential membership and plan a route to majority membership in Ireland.
- Sets membership targets for their region
- Maintains secure and organised membership records
- Monitors member retention rate
- Identifies and resolves gaps in membership
- Appoints Union Organisers and oversees their recruitment duties
- Travels across their region to meet and recruit artists (all travel costs remunerated by the union)
- Manages membership applications
- Deals with new member queries
- Provides inductions for new members
- Reports to the Council and membership on trends in membership.
- Attends council meetings.
- Works closely with the Communication Officer to promote Union membership
- Works closely with the Equality and Accessity Officer to achieve a diverse membership
- Assists in the day-to-day running of the Union

Desired Skills and Experience

- Excellent communication skills, with a strong ability to represent the Union and to communicate the benefits of Union membership to a diverse range of artists
- Excellent interpersonal skills with the ability to make and maintain key relationships
- Strategic thinking
- Ability to prioritise and plan effectively
- A broad knowledge of the diversity of practices in Irish art; being familiar with practices located across the island of Ireland, across a wide range of disciplines, and across a number of approaches such as the D.I.Y., applied arts, and the fine arts. A high level of initiative, energy and motivation
- Experience in trade union activity, political organising or activism