

Industrial Manager - Flexible Location

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 national senior industrial leadership role in our Union, reporting to the National Assistant Secretary. This role will involve developing and implementing creative, aggressive and effective industrial strategies that build power with finance workers.

THE ROLE

As an Industrial Manager, you will:

- Create and deliver an industrial strategy that positions the FSU as a leading industrial Union, and is aggressive, creative and effective.
- Lead the Union's industrial work including individual and collective case work, enterprise bargaining, and disputes and litigation including in the Fair Work Commission and Federal Court.
- Work with all teams across the Union including Campaigns, Communications and Administration to ensure that industrial strategies are delivered and are effective to promote the Union's goals.
- Demonstrate an expert-level knowledge of the Fair Work Act, work health safety legislation and other sources of rights and obligation for our members.
- Develop and implement non-legal strategies to advance industrial interests including lobbying, media strategies, campaigning, building coalitions with stakeholders and law reform.

SELECTION CRITERIA

Leadership

- Proven extensive track record in developing and delivering creative, aggressive and effective industrial, legal, and organising strategies.
- Extensive experience in non-legal strategies such as lobbying, media, campaigning, coalition building, and law reform.
- Skilled in leading high-performing teams to deliver a full range of industrial services.
- Expertise in aligning industrial strategies with Union aims and organising principles.

Technical

- Advanced law qualification and ability to hold a practicing certificate if required.
- Expert knowledge of industrial law, including legislation, case law, enterprise agreements, and awards.

- Over ten years of industrial experience, including arbitration, litigation, enterprise bargaining, and dispute resolution.

Organising

- High-level experience in developing and delivering organising campaigns to recruit and retain members.
- Expert in using industrial strategies as organising strategies.

Union Values

- Commitment to the principles of organised labour and unionism.
- Ability to adjust work practices to meet the needs of the union and its members.

SALARY RANGE AND LOCATION

The salary for this role will depend on experience. We would encourage people with salary expectation around \$143,000 to apply.

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, using the subject line: **Industrial Manager - Flexible Location enquiry**, and we will be in touch.

To apply, please send your resume and cover letter to fsuinfo@fsunion.org.au.

Applications close 5.00pm Friday, 22 May 2026.