

New Professionals and Young Members (NPYM) Officer

Role Description

Role Purpose

The NPYM Officer leads Dorset NEU's work with **new professionals, early career educators and young members**. The role supports their engagement, development and empowerment within the union, ensures their voices are represented in Dorset NEU's decision-making, and promotes the needs and experiences of members at the start of their education careers.

Key Responsibilities

1. Representation & Advocacy

- Act as Dorset NEU's lead representative for new professionals and young members.
- Ensure the experiences and concerns of NPYM members inform Dorset NEU discussions, campaigns and planning.
- Highlight key issues affecting early career educators, such as induction pressures, workload, mentoring support, wellbeing, and career progression.

2. Engagement & Communication

- Maintain communication with NPYM members across Dorset, ensuring they receive updates about union activity, training, events and opportunities.
- Promote NEU national NPYM networks, conferences, campaigns and resources.
- Encourage early career and young members to participate in Dorset NEU meetings, CPD, campaigns and local initiatives.

3. Supporting NPYM Participation

- Help develop or strengthen local NPYM networks, peer-support groups and social events.
- Encourage NPYM members to become active within the union, including taking on roles as workplace reps or district activists.
- Support new professionals in understanding their rights, the role of union organising and how the NEU can support their career journey.

4. Workplace Support & Union Visibility

- Work with reps to ensure new staff and young educators are welcomed into NEU membership.
- Promote union visibility during induction periods and throughout the first years of practice.
- Signpost NPYM members to NEU guidance on workload, contracts, expectations, early career frameworks and wellbeing resources.

5. Events & Development Opportunities

- Support Dorset NEU in organising NPYM-focused activities, events, CPD and social opportunities.
- Promote national and regional NPYM events and training.
- Encourage the development of confident, active young members within Dorset NEU.

6. Monitoring & Reporting

- Monitor issues affecting NPYM members locally, including workload, support, induction experiences and job security.
- Provide updates at Dorset NEU meetings on NPYM engagement, concerns and opportunities.

7. Collaboration

- Work closely with the District Secretary, ULR Officer, Equality Officer, Organising Officer, Support Staff Officer and other Dorset NEU officers.
- Liaise with the Regional Office and NEU national NPYM team.
- Build relationships with ITT providers, early career mentors and local education groups where appropriate.

Skills & Attributes

- Understanding of early career educator challenges (or willingness to learn).
- Strong communication and relationship-building skills.
- Ability to represent NPYM members' experiences with clarity and empathy.
- Organisational skills to support events, networks and outreach.
- Commitment to NEU values of fairness, empowerment and collective action.

Time Commitment

- Attendance at Dorset NEU meetings.
- Regular engagement with NPYM members and participation in local and national NPYM events.
- Involvement in induction-period activities and ongoing support for new professionals.