

COMMON CAUSE FOUNDATION

We are recruiting!

Common Cause Foundation (CCF) creates public momentum for systemic social and environmental change by building on the psychology of shared cultural values.

We're a small organisation looking to expand, and this provides lots of opportunity for new people to bring new ideas and perspectives to shape the next phase of our work.

We want to recruit two or more people to build on our recent successes: building on our work with arts and cultural organisations; strengthening our online resources and training materials; deepening the support that we offer funders in bringing an understanding of values to their work with grantees; and reaching across causes to establish values-based solidarity.

We'd like to shape these new roles to fit passionate people

Most importantly, the people who join our team will be convinced that the best way to meet today's profound social and environmental challenges is by working with the compassion and connection that most people feel for one another, for other living things, and for the natural systems of which we're a part.

Because we're a very small organisation (currently just two part-time staff) we can think creatively about shaping these roles to suit the skills and motivations of people who are excited to work for us. We're open-minded about how many days a week these people work (these roles are likely to be part-time), where they are based (though we anticipate this will be within the UK), and what combination of skills they bring.

They will be able to think and work across different causes (both environmental and social) and will value intuitive and emotional responses to today's challenges, while also bringing evidence-based rigour.

The new team members will have their own ideas about who to approach for collaborations and funding, how to do this, and will be keen to help articulate our organisational purpose and what we can achieve. They will probably have worked in this way in previous roles.

The skills we need

Between them, the people who we're looking to recruit will bring some of the following skills. If you could bring one or more of these, we'd love to hear from you.

- **Building networks.** Ability to initiate and maintain strong relationships; ability to communicate ideas at any level and to create strong working partnerships; experience of developing and delivering network strategies, including effective approaches to building and supporting networks – through both online forums and offline meetings and events.
- **Supporting learning.** Experience of designing workshops and training, facilitating groups and developing materials for independent learning.
- **Delivering compelling communications.** Experience in developing and executing communication strategies, including impactful social media presence.

- **Delivering on fundraising strategies.** Experience in developing and executing fundraising strategies, and in building and managing relationships with trusts and foundations
- **Assessing impact.** Experience in assessing impact, especially where this relates to projects and programmes that seek systemic change.

We will offer a high level of flexibility about working hours and location. We have no central office – it is likely that these new staff will be based at home (or possibly in a shared office space that they have arranged themselves) – so it is imperative that they are able to sustain their enthusiasm for this work, and to exercise the necessary self-discipline, when working remotely.

If you are interested to explore whether you are the right person to join us, please be in touch, as soon as possible, but **by Friday 29 November at the latest.**

Interviews will be held on **Wednesday 4th and Thursday 5th December.**

Please include:

- a current CV (2 pages maximum)
- a covering email or letter outlining the reasons for your interest in working with us and anything else that you would like to highlight
- please give us some indication of your expectations on (i) salary; and (ii) the number of hours per week that you would be likely to want to work

Representation of diverse communities is something that we are working on in all aspects of our organisation – not just recruitment. But as regards these roles, we particularly encourage applications from people of colour, women, non-binary people, trans people, disabled people, and anyone from a community that has been traditionally under-represented in mainstream social and environmental campaigning.

We are not advertising a salary range. Salaries will be agreed through discussion with applicants, taking account of their salary needs and days per week that they'd like to work, within the overall envelope of the resources we have – though it would help us to know your rough salary expectations (see above). If you'd like to discuss this further before working on an application, do please get in touch.

If you would like to speak to someone about any aspect of these opportunities before writing to us, please call Tom Crompton on +44 (0)7776 467553 or email at the address below.

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