

Associate Recruitment Pack

About Belong – The Cohesion and Integration Network

Belong – The Cohesion and Integration Network was set up in November 2018 with support from the Ministry of Housing, Communities and Local Government, the Savannah Wisdom Foundation and with Manchester City Council as a founding member. Our vision is a more integrated and less divided society. We bring organisations and individuals from across different sectors and localities together – to share ideas, knowledge and experience in order to build the capacity, skills and resources for a more cohesive, integrated and peaceful society.

Since our set up in November last year we have achieved a remarkable amount including:

- The development of a digital platform, a one stop shop for all your cohesion and integration needs featuring resources, stories of good practice and a membership that is growing steadily, all committed to promoting cohesion and integration as an everyone everywhere issue.
- CohesionTech events in local areas hearing from practitioners and providers about the challenges and good practice that exist locally.
- A Leading on Integration conference and launch event at our home in Manchester supported by the University of Manchester and Manchester City Council bringing together a range of local authorities, civil society actors, academics and businesses to share knowledge and good practice.

We are now looking for **associates** to help us with the following projects:

1) Pilot training programme - Skills for Dialogue in Community Conversations

We are looking for a team of **two associates** to design and deliver a pilot training programme (provisional title above).

This programme will build the capacity, skills and confidence for practitioners and organisations who are working in situations of community tensions and conflict. It will be interactive and practical whilst at the same time being firmly rooted in theoretical frameworks for working with conflict, peacebuilding and social change.

It will include the following elements:

- Conflict analysis tools; frameworks for understanding cohesion and integration, working with change, diversity and difference
- Practical, skills focused elements which support participants to develop their skills using examples drawn from recent situations
- Action steps so that participants can apply their learning and receive peer feedback and support
- An evaluation process that is embedded into the design and delivery.

Person Specifications: We are looking for two trainers / facilitators to deliver this project as a team. Together they should bring the following:

- A strong theoretical framework and background in at least two of conflict analysis approaches and methodologies, community engagement and development, cohesion and integration.
- Proven and demonstrable experience and expertise of designing and delivering high quality training programmes that effect real change for participants
- Demonstrable creativity and innovation in the development of online resources to support training programmes
- A wealth of experience to draw on of facilitating / mediating successfully in situations of community tensions and conflict
- A team which demonstrates and role models a positive relationship across ethnic diversity, and which is fluent and practised at engaging in challenging conversations about diversity, inclusion, integration, identity and values.

The total delivery fee for the project is c. £5000. This includes:

- Design of promotional materials, content, resources, and evaluation approach
- Delivery of training to participants
- Follow up sessions for participants
- Evaluation report

The programme will also have the support of the Belong Events and Communications Coordinator providing logistical and admin. support.

Dependent on review and evaluation we propose running this course regularly as part of our events and training programme for our members. The pilot course will be delivered at our Manchester base.

2) Communities of Practice – Convener and Facilitator

A key part of our offer to our members is the opportunity for peer learning, sharing and disseminating knowledge, good practice and expertise principally through online forums via our digital platform. We want to support our members to share and learn from each other, to make new connections and develop ideas that they can then apply in their own workplaces, neighbourhoods and local places. Some of these communities of practice will be moderated by the Belong team, but moderation will also be shared with key members across the network.

We are looking for a convener and facilitator based in our office in Manchester to support member engagement with a number of different communities of practice, some of which are already in development and some of which will be developed in response to the needs our members identify.

Key tasks are:

- Identifying the online platform (drawing from an existing shortlist) and aligning it within the Belong digital platform's members area
- Developing guidelines for participants and moderators
- Initiating, convening and engaging members in three online forums, building strong communities of practice
- To work with our Memberships and Partnerships Manager and the rest of the Belong team to identify further communities of practice in response to the expressed needs of members.
- Supporting the convening of our Leading on Integration Seminar / webinar programme and in particular how it then develops online. (This programme is currently in development and is a seminar series featuring leaders and experts representing different aspects of leading on integration in local areas)

Person Specifications: We are looking for someone who brings the following:

- A strong theoretical framework and background in at least one of: conflict analysis tools, community engagement and development, cohesion and integration.
- Understanding of the cohesion and integration agenda and a fluency in engaging in challenging conversations about diversity, inclusion, identity and values.
- Proven experience and expertise in setting up, convening and engaging others in online forums / communities of practice using digital platforms
- A confidence and ease with digital platforms and communication and how to support others to move online from IRL events
- A willingness to utilise their time to most effect and when it is most beneficial to members.

We are expecting that this role could start quite modestly and then depending on the success of the communities of practice and the number of members could expand quite substantially. So please let us know your daily rate in your EOI. (We envisage it growing from 2-3 days a month initially to 4 days a month but worked very flexibly to accommodate the needs of members.)

Application process

First Stage – Expressions of Interest

Please send a copy of your CV (no more than two sides) including the details of two referees and a 1 side Expression of Interest to recruitment@belongnetwork.co.uk for either project. Please write in direct response to the key tasks and person spec. Put the title of the project you are applying for in the email header. The deadline for applications is Monday 25th November at 9am.

We will let you know by 29th November if you are being invited to the second stage of the process.

Interviews will be held in the week beginning **2nd December**. Both roles are to start immediately.

Belong is actively seeking to improve the diversity of our team and welcomes applications from all under-represented communities and groups.