

KOREO ASSOCIATE COACH



RECRUITMENT PACK

April 2021



What we're looking for

Role Profile and Person Specification

Role	Associate Coach
Reports to	Project Lead
Contract	Associate Contract
Session Fee	£175 per session
Based	Anywhere in the UK (virtual sessions)

In Brief

We are looking to bring more associates into our pool of specialist coaches, with a particular focus on supporting the Community Leadership Academy programme; a collaboration between Local Trust, Koreo, the Young Foundation, and Northern Soul.

About Koreo

Koreo is a learning consultancy that partners with people, organisations and communities to imagine and build a better world. We create radical learning spaces, programmes & ventures that help us all rise to the demands and urgency of our time.

Since 2004 we have become one of the UK's leading learning partners for organisations with a social purpose. As a small, committed team of learning designers and producers, facilitators and coaches, supported by a growing community of specialist associates and partners across the UK, we have worked alongside leaders in communities, supported household name charities to shift culture towards learning and transformation, and brought together networks to collaborate across organisational, sectoral and geographic boundaries.

Our current projects include a range of organisational development projects with clients like Crisis, the Health Foundation & Nacro, as well as cross-sector learning programmes including the Community Leadership Academy, Civic Futures, 2027, & Charityworks.

We believe everyone has a part to play in building a more just and regenerative world - and that in complex and urgent times, it is only through constantly learning more



about ourselves, each other and the world around that we will truly be able to create the real change and transformations demanded of us all. Based on the understanding that these interweaving processes of learning are at the heart of all social change, our mission is to help everyone experience the transformative power of radical learning in order to build a more just and regenerative world.

Our learning experiences aim to:

- Bring to life the nature and scale of the defining issues of the 21st Century, and the transformations needed to address them
- Mobilise people, communities and networks around shared missions, focusing on the learning capacity of the whole
- Develop capacity for people, communities and networks to lead their own ongoing transformations
- Support people, communities and networks to see themselves as part of the wider systems they operate within
- Increase capacity for working beyond boundaries, and across systems

About the Community Leadership Academy

The Community Leadership Academy provides support for the people making Big Local happen, helping them to develop and share skills and knowledge that can benefit the whole community. Running until the end of 2022, it is designed to help people shaping the future of their communities.

Across Big Local, people are working together to create lasting change. If you have experienced challenges but overcome them, brought people together and helped build community spirit, then you are already playing a leadership role. The Community Leadership Academy is designed to help your Big Local area achieve even more.

Created by Local Trust in partnership with Koreo, the Young Foundation and Northern Soul, the Community Leadership Academy provides structured support for community-led change as part of the Big Local programme and aims to increase our understanding of community leadership. Participants take part in a range of individual work and group sessions (including 9 coaching sessions over the course of 18 months) to work on their own strengths and leadership style, develop leadership in others and set strategy.

The Community Leadership Academy is open to any volunteers actively involved in delivering Big Local projects, including Big Local partnership members. You can read more about it on the Local Trust website.



The Role

We are looking for people to work with participants on the Community Leadership Academy programme from June 2021-December 2022.

The key features of the role are as follows:

- **Organise:** after an initial match with a coachee in June and a chemistry call, we will ask you to organise your sessions directly with your coachee, working at your coachee's pace and being flexible enough to suit the arrangements that suit them best. Experience from the first iteration of the programme suggests that you will also play a key role in supporting coachees to access the group elements of the programme, and flagging to the programme team if there are issues we need to be aware of.
- **Deliver:** deliver nine 60-90 minute coaching sessions with your coachee(s). Our default expectation is that all of these sessions will happen virtually, though where possible we will match coaches with local coachees so that sessions can take place in person where possible. We have also had some success with walking sessions in the context of the community people are working in, and that kind of experimentation is something we encourage.
- **Reflect:** because the coaching informs the content of the programme in terms of priorities across the group, and also to support us in monitoring how many sessions have been completed and when, we ask coaches to complete a short survey at the end of each session. This survey is designed to respect confidentiality and is shared with the coachee - some coaches complete the survey in the session with their coachee, while others complete it subsequent to sessions.
- **Community of Practice:** You will be invited to, and expected to participate in, an ongoing community of practice for all the coaches working on the programme. These happen once every several months, take the form of an action learning set, and you will be paid to participate.

Person Specification

- **Depth of Practice:** We are looking for experienced, qualified coaches, possibly accredited or having 2+ years experience coaching since qualification. You will understand the importance of supervision in continuing to develop your practice and expect that if successful you will organise your own coach supervision, and will be able to explain your practice and how it applies into this



project. While we recognise coaches will have different styles and practice, we will also share plenty of detail about the programme as a whole and our coaching practice as an organisation in advance of the project starting.

- **Community Experience:** Coaches expressing interest in this opportunity will have experience working in and with communities in some form, in order to demonstrate that they will understand and respond to the context in which their coachees are working. This experience could come as a coach, or it could come through other professional or voluntary experience.
- **Flexibility:** due to the range of participants in this programme, and in particular the fact that they are all volunteers, we expect people to be prepared to work with a level of flexibility which allows coachees to make the most of the opportunity. That might involve being flexible about how and when your sessions take place, or it might mean being open and able to flex your style to work with people who have no experience of coaching approaches.

How to apply

To apply for this role please send a brief covering email and CV to hello@koreo.co no later than 10am on Tuesday 4th May. In your cover letter please state how many coachees you have capacity to work with from June/July 2021.

In line with all of Koreo's work, and in the interests of bringing together a pool of coaches that is representative of the communities we are working with, we particularly welcome applications from those who are underrepresented in positions of leadership in the nonprofit sector, London and the United Kingdom including Black and People of Colour, gender-nonconforming people, and people with disabilities.

Our recruitment process:

- All applications are received through the Koreo inbox.
- We will shortlist candidates based on an agreed criteria in line with the role and person specification. We are unfortunately unable to offer feedback to non-shortlisted candidates; however, every applicant will be informed of the outcome of their application.
- Shortlisted candidates will be invited via email to take part in a trial coaching session, held virtually with a current Koreo coach.
- Preliminary interview dates for this role are the week of the 10th May.
- Appointed and shortlisted coaches will receive feedback on their application and performance through the application and interview process.



Further information

We recognise that this recruitment process, and the opportunity to join Koreo, is taking place during a period of major instability and uncertainty in the wider world due to the COVID19 pandemic. Should any candidate or prospective applicant require particular arrangements or support related to this process or attending a digital interview during this time we are committed to working with you to support this as much as possible. We seek to ensure the accessibility of our recruitment processes for everyone so please let us know at any point during the process via hello@koreo.co.



THANKS.



For more information please
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