



Network Weaver (freelance) Recruitment Pack

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Deadline for Application: May 13th 2024, 9am

Dear potential applicant,

Thank you for your interest in working with the Transition Together team.

Key information:

This is a freelance role over 10 months to allow for flexibility whilst giving continuity and the capacity to “dive deep” into this work.

- **Start date:** beginning of June 2024
- **Contract period:** June 2024 to March 2025.
- **Fee:** £15k with £2k budget to support role activities.
- **Core working day:** Tuesdays.
- This is a remote working position including substantial travel to visit Transition groups and events.
- The post-holder needs to be England or Wales based as there will be travel required to visit UK Transition groups, and experience of UK communities is essential.
- This role will require evenings and weekends working at specific points.

We are hiring 3 Network Weavers at an average of 2 days/week for 10 months who will work alongside the Hub Development Lead Link and will be jointly responsible for delivering this work.

Recruitment Timeline & Application Process:

Application by CV and a letter responding to what excites you about the role and how you meet the role purpose, accountabilities and person spec, max 1250 words

Application window closes: May 13th, 9am.

Shortlisting: w/c May 13th

Interviews: w/c May 20th

Start date: w/c June 3rd.

We welcome applications from everyone. We are committed to actively exploring how we can make our organisation a place where people from a wide variety of backgrounds, lived experiences and with varied needs can thrive. We take steps to ensure that our vacancies are promoted throughout our networks including those areas where particular groups that have been identified as disadvantaged or underrepresented in our organisation are likely to see the vacancies. Where appropriate, we may use positive action in a tie-break situation to appoint a candidate from an under-represented group. We have identified that people of colour are particularly underrepresented in our organisation and in the environmental and climate justice sector.

Apply by 13th May 9am with CV and covering letter.

After reading the information about the role below, please then send your CV to recruitment@transitionnetwork.org and fill in this [google form](#) outlining how you meet the person specification and what interests you about the role. If this form is a barrier to you applying, please get in touch via the email above so we can find an alternative method that suits your access needs. If you have any other problems with applying please also get in touch via the aforementioned mail.

If this application process is a barrier to you applying then please get in touch via the above email to discuss potential alternatives.

Interviews will be held online daytime on week commencing 20th May. Please let us know if there are any restrictions on your availability during these days.

We look forward to receiving your application.

Best wishes

Richard Couldrey - Hub Development Lead Link

Michael Thomas - Transition Together Lead Link

Amber Ponton - HR / Admin & Compliance

Summary

Transition Together is seeking to continue the work of deepening connection and growing the voice of the Transition Movement in England and Wales through the freelance engagement of three Network Weavers. This exciting project will see this team, supported by Transition Together staff, co-design an in person **Transition Assembly** early next year to guide the future of our Movement in the UK as well as build relationships with Transitioners across Wales and England and connect to emerging and established networks across the UK. These roles will be around two days a week for 10 months and the deadline to apply is 13 May. Full details here below.

This is the latest phase of our 'hub' development process, to explore how to bring more representation and voice from Transitioners into our structures and to guide the work and development of the Movement. It builds on the research and consultation carried out by the **Hub Caretaker Group**, which shared their findings with the Movement in [December](#).

Background to the role and project

The Transition Movement emerged in 2005 as a grassroots response to concerns about environmental and social challenges. It is now active in 50 countries, with thousands of local groups self-organising to reimagine and rebuild our world, thinking globally and acting locally. Internationally, it is supported by Transition Network, a charity registered in the UK.

Transition Together is a three-year project funded by the National Lottery Community Fund's Growing Great Ideas Programme, to strengthen the impact of the movement in England & Wales. During the first two years of the project, we have been developing our team, connections and support for groups, and our understanding of how we can contribute to building a socially just future.

A key aim of Transition Together is to support local Transition Groups to grow and thrive, through providing support, training, events and related activities to build their capacity, resilience and impact.

The work of the Network Weavers, in collaboration with the Transition Together Team, is speaking directly to creating ever healthier relationships with groups and the empowerment of the Transition Movement in Wales and England as a whole, building the democratic structures that are representative of and accountable to the movement in Wales and England. The current three year funding comes to an end in March 2025. Whilst the Transition Together Team is fundraising to continue and build on the work to date, the work of the network weavers will be vital in engaging the whole Movement in what happens post-March 2025.

About the Role

Role purpose:

- To engage with Transition Groups, their members and others who are using the Transition approach within England and Wales for the ongoing development of Transition in a way that is representative of and accountable to the Transition Movement.
- To plan, deliver and evaluate a Transition Assembly (February 2025) co-designed with the Movement to explore the future for Transition in England and Wales democratically, following the end of this round of funding for Transition Together in March 2025.

The role builds on 2 years of work exploring how the voice of Transitioners can be active in co-designing the evolution of Transition in Wales and England. Work to date has the work of the Caretaker Group and specifically the [Hub Proposal](#) and the seven Hub Principles.

We recognise that there are already existing and emerging district, regional and nation scale networks across Wales, Northern Ireland, Scotland and England and this role is intended to work alongside these in a supportive capacity to identify what collaborating across the UK can uniquely bring.

Accountabilities and Responsibilities:

Specific - to be shared amongst three Network Weavers:

Transition Assembly:

- In collaboration with the Hub Development Lead Link, co-design, develop, deliver and capture the outcomes of a People's Assembly for the Transition Movement in Wales and England to be held in February 2025.

Current Transition Towns:

- Build connections between existing Transition Groups in order to identify support needs and stimulate dialogue for the ongoing development of Transition in England and Wales.

Transition Beyond Place-based Groups:

- Research and develop the idea of Transition Communities outlined in the Hub Proposal, in co-design with the Movement in England and Wales, developing a proposal for fostering non-placed based Transition activity.

General:

- To work closely with the Events and Hub Development Lead Link who is overseeing this part of the Transition Together project.
- To support existing work and to engage and collaborate with the Transition Together team where it contributes to supporting the movement, building networks, relationships and democratic voice for this work.
- To embed the [Seven Hub Principles](#) in this project, particularly ensuring it has equity and inclusion at its heart.
- To explore how shared governance practices can be implemented within the Movement in Wales and England.

Practical Plan

Phase 1: Development (June - August 2024):

Preparation and Integration:

- To become familiar with hub development processes and reports from Phase 1 and Phase 2 to develop an understanding of work done so far. Particularly the [Hub Proposal](#) and the [Seven Hub Principles](#).
- Meet with Transition Together's Just Transition Lead, to discuss prioritising equity, inclusion and diversity, and centring justice in the process.
- To become familiar with the make-up of the Transition Movement in the UK and Transition Together's infrastructure, aims and objectives that supports the movement.

Moving into Action:

- Feed into the design of a movement engagement strategy to promote and map interconnections within the movement.
- Design Transition Together engagement events for the Autumn to support this work.
- Explore and develop Transition Communities as outlined in the [Hub Proposal](#), in order to enable new types of connections focusing on interests and life experience.
- Connect with emerging and/or developed networks in Northern Ireland, Wales, Scotland (through SCCAN), London and England - areas to cover will be divided up amongst the team once in role.
- To identify specific events already occurring in the movement that you could attend to build connections.

Transition Assembly:

- Develop the Transition Assembly vision and structure, in co-design with the Movement, ensuring equity and inclusion are at its heart.

Phase 2: Movement Engagement and Transition Assembly Co-design (September - December 2024):

- Develop healthy relationships with groups through:
 - A programme of online and in-person meetings for the Movement at a regional level around a range of topics, to build connections and harvest ideas to shape the Transition Assembly.

- To visit group/district network-building events organised by Transition Groups.
- Engage with and support Transition Groups directly in person and online throughout September - December.
- To design and develop the Transition Assembly
- Capture and report back to the Transition Together team any learnings and assembly idea feedback emerging from the Transition Movement.

Phase 3: Transition Assembly event delivery (Jan - March 2025):

- Deliver a Transition Assembly in the first week of Feb 2025, with the Hub Development Lead Link.
- To take on specific roles as defined by the Network Weaver team to deliver the Assembly event, coordinated by the Hub Development Lead Link.
- Collating and presenting back any pertinent information / decisions arising from the event to the wider UK Transition Movement

Person specification:

Below we have listed the skills, abilities, experience, working practices and knowledge that will help to successfully carry out this role.

Skills, Abilities and Experience

Essential:

- Excellent listening skills and interpersonal communications skills, friendly, comfortable engaging with new people and building relationships
- Meeting design & facilitation skills, both online (zoom) and in-person.
- Co-design experience and skills.
- The ability to strategically work with complexity and design responses to what is emerging.
- Experience of event design and delivery.
- Enthusiasm and willingness to engage in work around Just Transition and social justice (for example, accessibility, anti-oppression, and bridging environmental and social justice).

Desirable:

- Experience of facilitation design of a People's Assembly and/or large network/community gatherings.
- Experience of Network Building or active involvement in networks.
- Experience and confidence engaging in conversations and work promoting equity and justice

Working practices:

- Ability to collaborate with people across different levels of scale, from local through regional to national and as part of a small team delivering this project.
- Ability to plan, act decisively, exercise autonomy and maintain momentum on a project while also seeking and remaining open to feedback and opportunities for broader collaboration.
- Excellent verbal and written communication skills.

- Administrative skills: managing databases, capturing and analysing data, tracking and reporting - to inform the project
- Familiarity with google docs and gmail.
- Personal resilience - a commitment to self-care and the ability to remain grounded in the midst of uncertainty and competing demands.

Knowledge:

Essential:

- Experience and knowledge of the Transition movement.
- Experience and knowledge of the wider environmental social change movement.
- Ability to reflect on the strengths and weaknesses of the Transition approach.
- Alignment to the values and [principles](#) of the Transition Movement.

Desirable:

- Knowledge and experience of transformational governance e.g. sociocracy.

Further information about the Transition Together project can be found here:

<https://transitiontogether.org.uk/>
