

**Are you a collaborative leader  
passionate about co-creating  
inner-led cultural transformation  
at depth and scale?**

**We are seeking two passionate people to join our small core team for 3 days/ week.**

Are you committed to co-creating more radically inclusive, transformative and just relational cultures dedicated to love, compassion, courage, creativity, beauty, pleasure and play - in sacred and reciprocal relationship with the whole earth community?

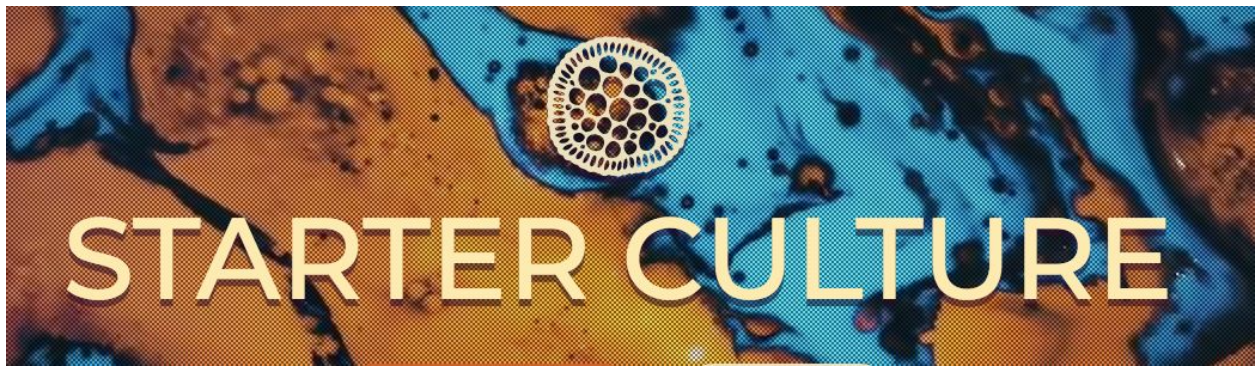
Do you have skills and experience to help us with our bold intention to bring together and amplify the work of those wanting to prioritise and politicise inner-led cultural transformation?

Are you resourced, experienced and agile enough to contribute to Starter Culture in a variety of ways that nourish and nurture our small trans-locally focused team to evolve into whatever is needed to deliver on our bold intentions at this early stage of our evolution?

Do you have a natural flair for working with complexity at both depth and scale, whilst also being able to drop into life's inherent simplicity and emptiness? Is your love for this world as tender as it is fierce? Are you in healthy relationship with the need to support our destructive culture to die, at the same time as cultivating active hope, a wild imagination and wicked sense of humour in service of co-creating deep cultural transformation?

To find out more about Starter Culture visit our new and work-in-progress [website](#).





## What our Starter Culture core team currently needs

As a new and trans-locally focused organisation ripe and ready to grow and transform we need new team members who are resourced and experienced enough to take a leading role in this transformative stage of our organisational evolution. What follows are the skills, experiences, aptitudes and ways of being, that we are particularly needing in our core team right now.

**1. Passionate about supporting inner-led cultural transformation at depth and scale** and excited and in alignment with our [organisational purpose](#) and [approach to change](#).

### 2. Transformative collaborative leadership

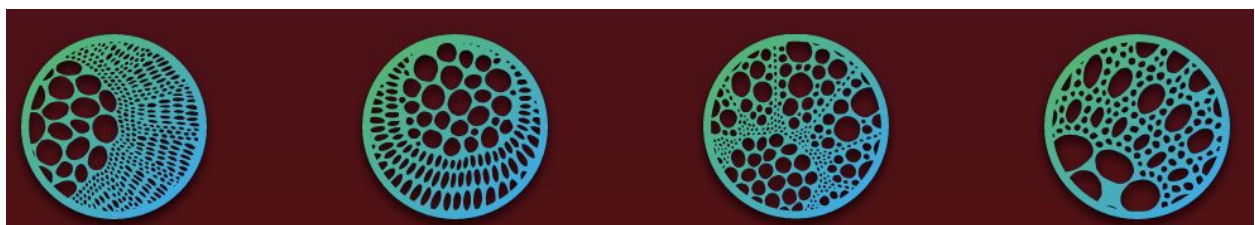
\* **Emotionally healthy adult or elder** able to align with our [relational agreements](#) and navigate the inevitable creative tensions that arise in response to our transformative edges around these.

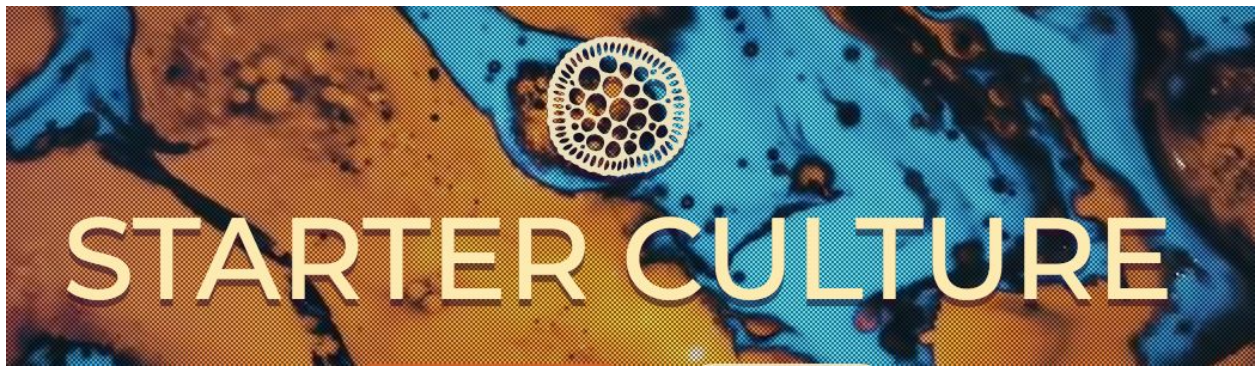
\* **Able to integrate personal inner-work into collaborative team work by:**

- co-creating and respecting structures, processes and agreements that provide the cultural container needed to unleash our creative intelligence.
- embracing the unknown and aligning with emergent strategy that weaves together a long term strategic vision, with small emergent next steps, in response to life's constantly changing feedback.
- acting decisively, exercising autonomy and maintaining momentum on a project while also seeking and remaining open to feedback and opportunities for collaboration.
- holding healthy flexible boundaries in service of Starter Culture's overarching purpose.
- engaging in an ongoing inquiry around power, decision-making and transformative collaborative culture, especially the skills, attitudes and practices which support us to work effectively across difference within a shared governance system.

\* **Awakening to your own relative power, privilege, oppression and liberation by:**

- doing what is needed to become increasingly aware of how power, privilege and oppression have both shown up, and been marginalised, within your own personal life history and ancestral lineage, and how this relates with our current mainstream culture.





- aligning with a liberatory approach that recognises the pivotal role of radical inclusivity in our healing and transformation towards relational, compassionate and just cultures.
- alongside the SC team, recognising and working to liberate yourself from the victim-persecutor-rescuer consciousness that perpetuates the oppressive systems at the heart of our current mainstream culture.
- reclaiming and taking responsibility for our power as allies in service of all that and those that are marginalised.

### **3. Well connected natural networkers**

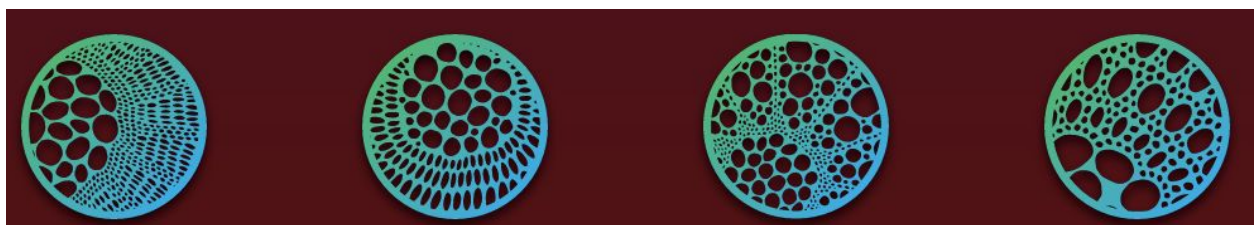
- \* able to collaborate across a variety of levels of scale from local through to international, and across multiple cultures and countries in inclusive and empowering ways.
- \* well connected and respected across a range of networks and able to identify and connect Starter Culture with a wide variety of relevant practitioners and organisations.

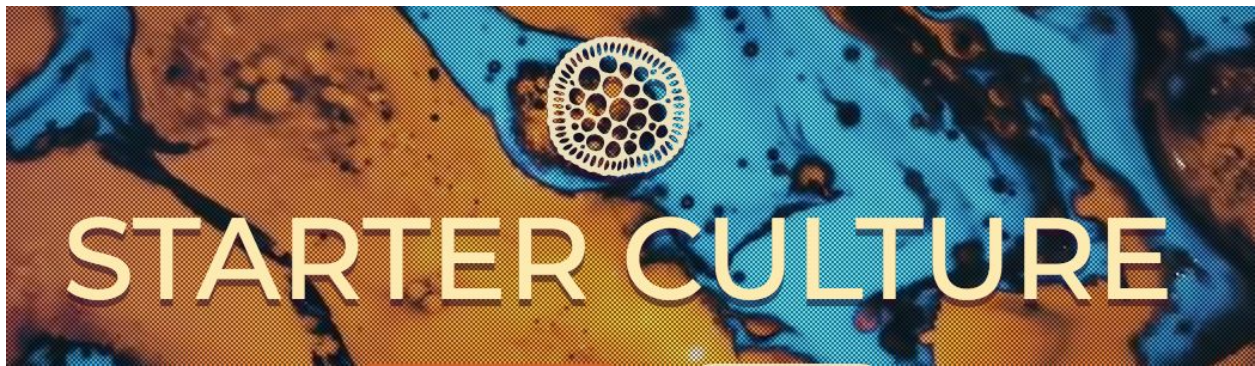
**4.i From a marginalised community** whose background and lived experiences will enable Starter Culture, at this early stage of our evolution, to centre marginalised perspectives into our organisational dna, culture, visioning and all the work we do.

*and/or*

### **4.ii Experienced with fundraising and the funder community and able to:**

- \* dazzle us with your track record in raising significant funds for a range of projects through a diversity of creative and innovative income streams.
- \* take a lead role in initiating and drafting strategic collaborative funding applications.
- \* creatively research new funding opportunities across a range of levels of scale, including international.
- \* build relationships with funders and raise awareness with them about the pivotal role inner-led cultural transformation plays in transitioning to a life-affirming world.
- \* draw on your existing knowledge of and relationships within funder communities (ideally at a variety of levels of scale, including international) to create opportunities for courageous conversations and creative ways of raising awareness of why their funding needs to support inner-led cultural transformation.
- \* take a lead on innovating new and creative ways of diversifying Starter Culture's income, which we can in turn share with others seeking funding for inner-led cultural transformation.





and/or

#### 4.iii A flair for digital media and able to:

\* bring our low-tech team into the 21st century so we can more easefully, effortlessly and innovatively draw on digital media to help deliver on Starter Culture's intentions in ways that honour and support relational culture by complementing and supporting in-the-flesh connecting rather than taking over from it.

\* regularly update our custom-made website in ways that maintain and enhance its aesthetic beauty.

\* work with our web designers to add additional functionality to our website as needed.

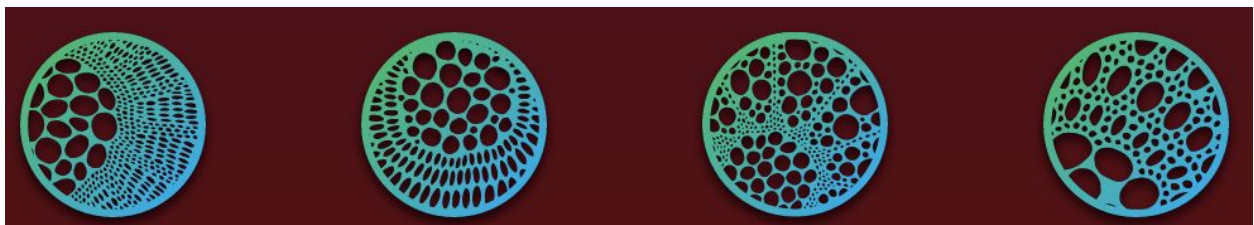
What this means is you might happen to be all three of these things - from a marginalised community, a shit hot fundraiser and well connected in the funder world and a digital media extraordinaire. Or you might be two of them, or even just one. We would love to hear from you if you are an experienced transformative leader and our bold intentions strongly resonate - regardless of whether you fit any of what is listed in this fourth category. And we will be prioritising those applicants who are best placed to support us with our current priorities around centering marginalised perspectives and making more funding available for inner-led change (see below).

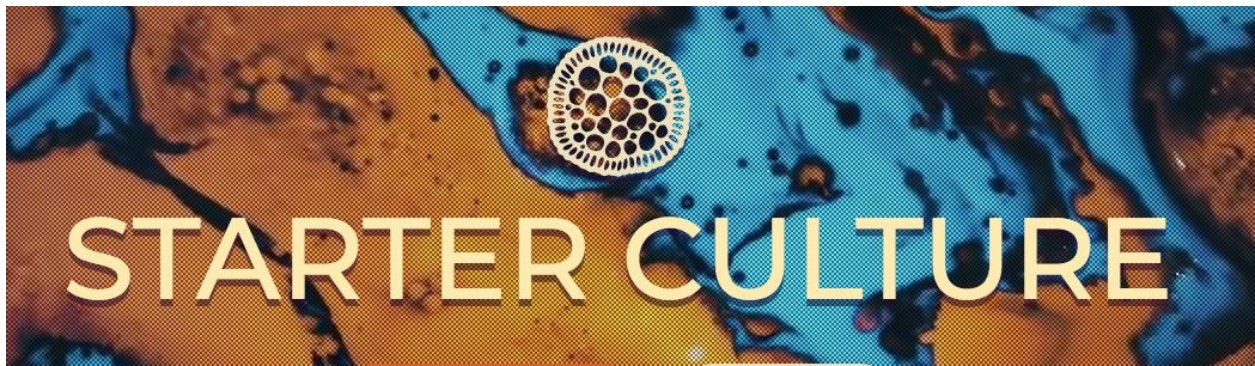
### Current organizational priorities

Our wild hopes for what you will bring to our team are informed by our current organisational priorities, which are:

- Centring the experiences and perspectives of **marginalised voices and perspectives** within both our organisational dna and work more generally;
- **Bringing together and amplifying** the voices and impacts of those passionate about inner-led cultural transformation.
- **Raising awareness with the funder community** of the vital role inner-led cultural transformation plays in transitioning to a more life-affirming world, and thereby making funding for this work widely available.
- **Generating more funding** to deliver on Starter Culture's intention to support collaboration at depth and scale around inner-led cultural transformation.

You can read more about these priorities on the [What we do](#) pages on our website.





## Roles we are seeking to fill

- \* Radical Inclusivity
- \* Cups of Tea process coordinator/s
- \* Fundraising
- \* Transforming the funding climate
- \* Website and digital media
- \* Finance

You can see the purpose and accountabilities for each for these roles [here](#).

## What does working for Starter Culture involve?

Our work is inspired by what we call a [shared governance model](#) which means all core team members contribute in a variety of ways to the overall purpose of the organisation - rather than everyone being recruited for a specific 'job'. In our team people take on and relinquish clearly defined roles as circumstances change, finding ways to put their skills, experience, knowledge and passion in service to whatever is most needed at any given time.

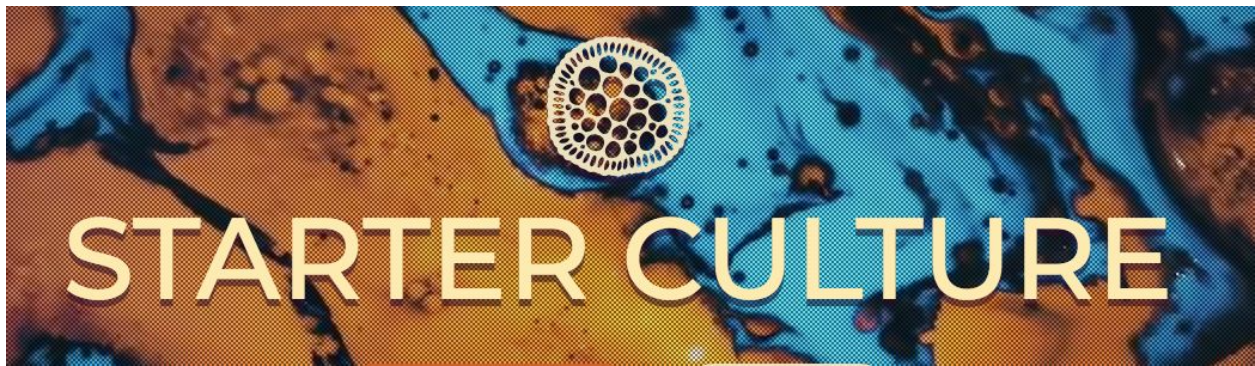
## Where do you need to be based?

The short answer is anywhere. As a trans-locally focused organisation working across a variety of levels of scale, all Starter Culture core team roles are home based and require access to good quality internet capable of consistently supporting meetings over Zoom.

And that said, we will be prioritising those not based in, or recently from, England, Scotland, Wales or Ireland. This is because our current team members are from England and Scotland and we want to integrate perspectives, experiences and networks from elsewhere in the world.

Since currently our only working language is English, at this stage we will only consider applicants whose English is strong enough to support smooth collaboration within the Starter Culture team and beyond.





## Generic job description

In addition to specific roles determined by a combination of someone's particular skills and experience and our current organisational priorities, all members of our small core team will be accountable for:

- Contributing to the delivery of Starter Culture's evolving organisational purpose and current priorities, working within the context of our shared governance model.
- Exploring as an individual, and with other team members, how to best use your experience, skills, qualities, aptitudes and interests in service to Starter Culture's organisational purpose.
- Welcoming opportunities to learn and develop skills and practices which enhance your contribution to the team and support other members of the team to do the same.
- Engaging constructively and carefully with Starter Culture's relational agreements and support other members of the team to do the same.

## Organisational Culture and agreements

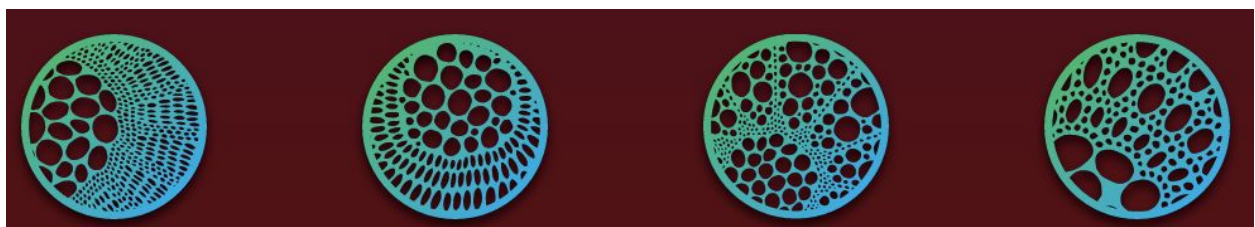
How we work together as an organisation is just as important to us as the work we do out in the world. We invest a lot of time and energy in designing our culture to support the inner-led cultural transformation we are seeking to co-create in the world. We have documented the main aspects of this as being explicit about our culture is integral to our intentional culture. You can read more about our organisational culture [here](#).

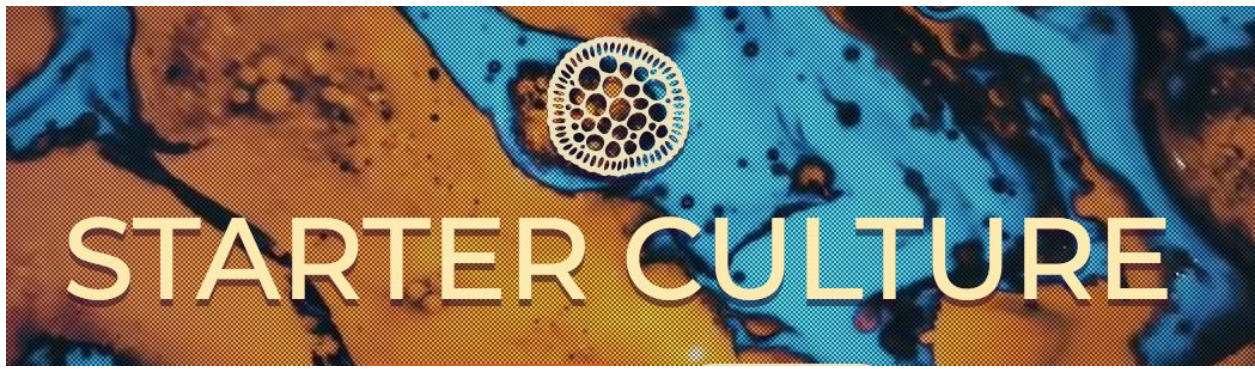
## Some practicalities

As a new organisation we are currently only able to offer short term contracts. Our current funding is for two years, with a review at the end of year one, and year two's funding contingent on our progress - which includes generating additional funding. Once you join our core team you will become jointly responsible for Starter Culture's ongoing financial flourishing.

Starter Culture core team members are therefore currently self-employed. We are carefully monitoring whether there is a need for us to introduce a different employment relationship with those being paid by Starter Culture - and as it stands self employment is the appropriate relationship model.

Our employment agreements are in line with what we as an organisation are choosing to adopt as our culture, rather than being in adherence to any cultural or legal norms.





## Working hours and rate of pay

**Working hours:** An average of 3 days/week or approximately 156 days during first year.

**Rate of pay:** £150 / day (you are responsible for paying your own self-assessed tax and national insurance contributions / equivalent for your country of residence)

See [here](#) for full details of our employment agreements.

To find out more about Starter Culture visit our new and work-in-progress [website](#).

## Recruitment timetable

Here is our intended timeframe for the recruitment process. And in line with our emergent strategy any or all of this could change depending on what unfolds.

Open for applications	1 March 2021
<b>Last day for applications</b>	<b>21st March (midnight UK time)</b>
Those shortlisted for interview notified	25th March
Zoom interviews	Week of 29th March and 5th April
Final decision	12th April
Preferred start date	Mid - late May 2021

## Application process

Please submit your final application using this [googleform](#) by **midnight on 21st March (UK time)**.

We strongly encourage you to make a copy of this [word document](#) and draft your application here first. Then when you are ready copy and paste it across. This is because the googleform has been known to lose information along the way - which we would really love you to avoid.

**Many thanks for your interest and time**

