





THE RELATIONSHIPS COLLECTIVE

Job Description and Advert

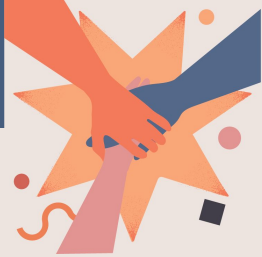



Do you live, breathe work or dream about great relationships in your workplace, neighbourhood, organisation or society?

Are you, like us, enthusiastic about, obsessed with or just plain feverish about the 'state of relationships'?

Are you the sort of person who will 'bang on' about why relationships matter to anyone who will listen? At home? At work? At a family event? Whilst chatting to a stranger sitting next to you on a bus?

Then we'd love you to consider joining our 18 month experiment exploring what is needed to bring about a relationship-centred future - a future where good relationships are the first-mile, not just the extra one, in all aspects of our shared and common life.



In a nutshell

The Relationships Collective?

In this early experimental phase, The Relationships Collective will be a group of 6 people and organisations who together represent just some of the brilliant, creative and diverse people who are putting relationships first and pioneering a relationship-centred future. We hope that by bringing together pioneers of relationship-centred ways of working we can support and celebrate their endeavours, grow and strengthen the ties between them and in turn work together to create the conditions for relational ways of working to be easier, better funded and more widespread.

What are the wider experiments?

Funded in part by the Bringing People Together Fund from the National Lottery Community Fund, these experiments will test and explore ways that the 'field of relationship centred practice' (aka the field of relationships) can be supported and strengthened in ways that accelerate the shift to a world in which relationships are the first mile, not just the extra one, in all aspects of our shared and common life. In 2020-2021, we undertook some research scoping the field of relationships with over 100 thinkers, doers and leaders of relationship-centred work, the findings from which were shared in [*Through Thick and Thin: How an infrastructure for relationships could help unlock a world designed for and around relationships*](#). From convenings to connect people up to work that builds the knowledge base, we're trying all sorts of things to support the field of relationships. And you can read more about what we've got cooking right now and how to get involved [here](#).

Who is The Collective for?

This is an opportunity for anyone who is working in relationship-centred ways - by which we mean, in ways that place relationships at the heart of a community, service, neighbourhood, place, network, business or organisation. You could be doing it at any scale - local, regional or national - but you'll be challenging the structures and systems that undermine relationships and you'll be passionately championing relationship-centred working within your networks and beyond.

Why are we coming together?

By bringing this group together we hope to:

1. Support these brilliant people to do even more of the relational working and advocacy around relational approaches they already do;
2. Explore real challenges and opportunities that we all face as relationship-centred practitioners and;
3. Identify areas for collective, practical action to push the field forwards and make putting relationships first the norm, not the exception.

What will you be asked to contribute to The Collective?

First and foremost, we are looking for people to join us in exploring how a group like this can come together to share, learn and act in ways that support the individuals in the group with their own, independent endeavours as well as becoming 'greater than the sum of their parts' and contributing to the wider field of relationships. Therefore the terms of reference for the group will be determined and written by the group itself.

To give you a flavour of what it could include, here are a few ways that other similar groups (eg. [The Centre for Democracy](#)) in different fields work together to provide a sample of the sorts of things that could be in scope:

- The Collective would gather every couple of months to share updates from their communities, organisations and sectors which collectively develop a shared understanding of the common and uncommon experiences of working in relationship-centred ways;
- Contribute to and participate in the wider experiments and efforts to strengthen the field of relationships. This could include contributing their vision for a world of good relationships and inviting others from their networks to do the same. This could also include helping us grow a body of stories which help us all to get behind an exciting vision for what would change if relationships were put front and centre, or contributing to a literature and evidence review on why and how relationship-centred approaches are cost-effective, impactful and urgently needed to address wider societal challenges and needs;
- Co-host events or conversations to convene larger or smaller areas of the field of relationships around shared opportunities, challenges or interests;
- Convene an action-learning set or community of practice around a particular opportunity or challenge experience in a particular corner of the field, or the field more broadly;
- Identifying the need for and contributing to the production of tools, frameworks and guides which how illuminate best practice, shared knowledge and other collective goods for the wider field;
- Share news and updates from The Collective's work with their networks, inviting members of their area of the field to events and conversations, and actively spotting opportunities to connect people up.

What can we offer in return for your energy, time and commitment?

1

We will provide each member of The Collective with a monthly stipend of £500 (inc. VAT) for the full 18 months of this pilot. This is a contribution towards your day to day work as advocates of relationship-centred working in your networks as well as your time meeting with and developing plans with your fellow Collective members to grow relationships as a field of practice and a force for good in the world. This will be payable to you personally, your organisation or any other entity of your choice.

2

The Relationships Project is the host, coordinator and enabler of The Collective. We have a small team of 3 staff with a network of Associates who are all ready to support The Collective and make the most of this unique collective opportunity. From organising get-togethers to project managing the plans that emerge, we will be the supporters of The Collective to ensure that the members get the most out of the experience and their skills and expertise are put to the greatest use.

3

It is our hope that by being part of The Collective, members will be supported to develop their relationship-centre thinking and practice alongside others who share a commitment to relationships and will bring their perspectives and experiences about their approaches, practices and thinking that will fortify yours and vice versa.




"I gain such strength from this group and the people in it and the action that comes when we all gather together. Professionally this group has kept me going. To meet regularly with likeminded people, to have the opportunity to share my thoughts, to be treated as an expert"



There is only one essential attribute or quality needed for this opportunity: A wholehearted commitment to and curiosity about relationships (this is essential!)

Other experiences and characteristics you may have include:

- A persuasive communicator on why relationships matter and building networks of those who share your passion and belief in relationships
- A deep listener. An ambitious plan maker
- A commitment to growing relationship-centred work in ways that are equitable and rooted in principles of social justice
- Practical experience of or an interest in collaborating beyond your organisation or community with others on shared interests and beliefs
- An interest in and understanding of how to achieve systemic or structural change both within your sector and beyond (by 'systemic or structure' we simply mean addressing the root drivers and causes, rather than the symptoms of a problem, challenge or injustice)
- Comfort with ambiguity and working in an emergent way - ie. where we don't know where this will end as we set out on this journey together
- The time and headspace to take on this commitment, which could range from 2 hours - 8 hours a month but this is not set in stone. What matters is your commitment to this work and your interest in this experiment
- And just for the absence of doubt, here are few things you don't need to have for this opportunity (but if you do have them, you're welcome too!):
 - Any particular qualifications, certificates or degrees
 - A senior job title or positional / traditional power in an organisation



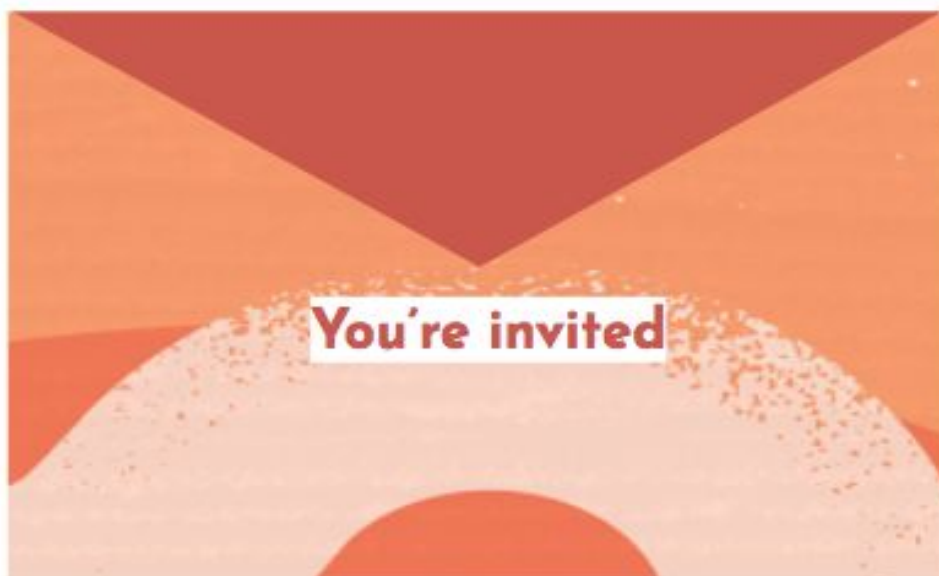
A belief in the importance of relationships is the idea that connects us. A determination to make relationships better is the commitment that drives us. In all that we do, we value collaboration, kindness, and constructive challenge.

Interested? How to apply

To apply, please send a letter or a set of bullet points (no more than one side of A4 please!) answering the following questions to iona@relationshipsproject.org by 9am by Monday 21st November 2022:

- ❑ Please tell us a bit about yourself: where you live, work and the journey you've been on to get to this point. You might want to link to websites / social media where we can read more about you on the internet.
- ❑ Why do relationships matter to you, your work or your life?
- ❑ We believe a world that prioritises relationships is possible and we're looking for people who share this hope to join us in shaping the journey to get there. What does that world look and feel like to you?
- ❑ What are the greatest challenges or obstacles you face in your work to strengthen relationships and do you see ways of overcoming them by working with others?
- ❑ Like all good relationships we want this experience to be a reciprocal one. What would you want to bring to The Collective? What are you looking to learn?

Following 21st November we will review all applications and shortlist according to the criteria listed above in the About You section. We'll have informal conversations with shortlisted candidates to explore their experiences, hopes and expectations in late November and December 2022 with the aim of appointing The Collective before Christmas. The Collective will then gather for the first time in early 2023. In selecting applicants for shortlisting we will consider both what individuals will bring to The Collective as much as the composition of The Collective overall - which we hope to be a wide-reaching gathering of the wide field of relationship-centred practice.





The Collective is the first of many opportunities to get involved with the Relationships Project's work to strengthen and grow the field of relationship-centred practice. Stay tuned for further opportunities of all shapes and sizes in the coming months.

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