

Invitation

We are seeking a strategy consultant or team to help guide the strategic intention development of the Systems Change Field Building Initiative.

Background

Illuminate supports the emergence of systems change practice, to advance the well-being of people and the planet.

We work internationally with people who are seeking systemic change from different disciplines and cultures and for different reasons.

We connect, curate, and support pathways of learning and sharing by:

- Creating coherence among practices and theories, and
- Connecting people together who facilitate, train and fund system change practices
- Expanding accessibility to learning, applying and adapting the practices throughout the world.

Working with us feels collaborative, equitable, nimble, honest and generative. We use a network model to build our work, one that allows us to adapt to the changing needs of the field as it emerges.

If we do our work well, we will create a coherent, accessible and connected field of systems change practice, which supports transformational change where it is badly needed.

Illuminate was launched in partnership by the following initiators:

The Garfield Foundation
CoCreative
Forum for the Future
The Systems Sanctuary
Vibrancy Network

McConnell Foundation
The Academy for Systems Change
LankellyChase Foundation
Mastercard Foundation
The Omidyar Group

Work so far:

The initiators of this project met to have a deep dive into the idea on Wasan Island in Canada in 2018.

This project has been conceived and built over a series of subsequent retreats in the UK and the US and now includes a set of groups dedicated to building out the different parts of the initiative.

To date, this has been on the side of the desks of many, with no core staff leading the project. We come from different organizations and different contexts. We've reached a moment where we have some clarity about what the network could achieve and have secured some funding.

We want to invest in taking it to the next level, hiring a leader to coordinate the project going forward. In order to do that well, we want someone independent to help us get aligned and clear on our potential, our purpose, and our activities for the next year. We need someone to help us hire the ideal person to lead us moving forward together.

Process

Anticipated Timeline: This strategy process will run for 6 months from April to September 2020.

Budget: \$40,000K including expenses.

Criteria

We are looking for a consultant/ consultants who meet the following criteria

- Able to demonstrate familiarity with systems thinking and complexity
- Experience with using participatory methods and strategic planning with multi-stakeholders. Field-building experience would be a bonus
- Someone who is comfortable challenging the group, comfortable receiving feedback, can integrate and move forward.
- Someone who can work virtually. We are based in the UK, US, and Canada.
- The style in which you work is important to us. We value people who are thoughtful, value relationship building, have a collaborative approach, and who have experience working with networks and systems analysis.

We prioritize applications from people who are working from lived experience of unjust and unhealthy systems, and we welcome applications from people all over the world. Please self identify as appropriate.

How to apply

Please include:

- What is your understanding of our needs?
- Why are you suited to the role?

- The style and culture within which you work
- Brief proposal on your approach
- Past examples of relevant strategy work for a collaboration

We are open to this being presented in different ways, but please keep it as short as possible.

Please email your application to Tatiana Fraser (Co-Founder, The Systems Sanctuary) tatiana@systemsanctuary.com. The deadline for applications is close of business day Wednesday, April 8, 2020.

Scope

Please see the goals below as a guide and do share your ideas about how you might approach this work.

We are open to an individual consultant or a team within the budget constraints.

Goals:

1. Get clarity on the unique role and contribution as well as the strategic potential of this network given the context we are operating in.
2. Assess the current state of the initiative, surface individual and collective assumptions about what is going on in the field.
3. Clarify whom we are serving and network membership levels/criteria.
4. Create a shared vision and intent for the network.
5. Develop shared ethical principles that underpin and guide our work together.
6. Define an operational model for the network; including network structure and objectives for growth; -going network building strategy with integration of work streams and learning.
7. Develop a shared understanding of language, membership, roles and responsibilities within the network and the stewardship group.
8. Define a business model, including revenue model and granting mechanisms.
9. Draft our initial hypotheses about what the field most needs, how we might best support the field, and how we might test and measure those.
10. Develop a role and job description for our new network coordinator; recruit and onboard.
11. Create a strategy for how to build the marketplace for systems change.