



Call for Expressions of Interest: Senior Consultant

Role: Senior Consultant

Location: Remote (B.C.)

Application Deadline: October 18th, 2024

Are you an experienced evaluator, facilitator, engagement specialist or strategist committed to equity-based practices and making progress on the root causes of social and environmental issues? Are you a seasoned consultant looking to grow collaboration and partnership opportunities? We'd love to hear from you.

SHIFT Collaborative Co-op is looking for an experienced consultant, who shares our values, to join our seasoned team of consultants as a **Senior Consultant**. If you're interested in working on larger-scale shared projects, increased thought partnership on your own work, and access to the shared resources of a consultancy, read on!

About the Opportunity

We are interested in inviting a **Senior Consultant** to join our organization to develop and lead projects, liaise with clients and partners, and collaborate with other members to support the next phase of growth and development for the organization.

SHIFT works in a collaborative consulting model. Senior Consultants are not hired as staff but work as consultants through SHIFT Collaborative.

About SHIFT Collaborative Co-op

SHIFT Collaborative is a worker co-operative¹ that offers strategy, coaching, training and tools to support learning and leadership development, strategic impact, and collaborative innovation for a healthier and more resilient world. Since 2017 we have worked together to support people and groups to make meaningful changes on pressing social and environmental issues.

Our team consists of passionate and experienced leaders, strategists, facilitators and innovators who have worked on issues ranging from climate change to public health to social connectedness and inclusion to food security, to name just a few. SHIFT works with a wide range of clients including all levels of government, First Nations, academic institutions, philanthropic foundations, non-profit and advocacy organizations, and service providers.

Our co-op culture is built on trust, respect, care, collaboration, and transparency.

¹ For more information about worker co-operatives please see: <https://canadianworker.coop/about/what-is-a-worker-co-op/>



You can find more information about us, and a selection of recent projects, here:
<https://shiftcollaborative.ca>

Our Commitment to Equity

At SHIFT Collaborative, we are committed to building an inclusive and equitable team that reflects the diversity of the communities we serve. We **strongly encourage** individuals from diverse, intersectional, and marginalized identities, including BIPOC, 2SLGBTQIA+, and those with lived experiences of systemic barriers, to apply.

About the Role

Senior Consultant General Responsibilities

- Business development and interfacing with new and existing clients to develop projects (including writing proposals)
- Designing and leading strategic engagement and collaboration (online and in person) with diverse clients and partners (e.g. all levels of government, First Nations, non-profits, etc.)
- Leading and/or collaborating with other SHIFT team members on project work, overseeing and/or collaborating on the completion of deliverables
- Project management, including (at times) coordinating team members in project development and delivery

In addition to project work, all Senior Consultants contribute to SHIFT Collaborative's strategic and organizational development, involving occasional meetings.

Our ideal candidate is looking for a long-term home for their work, with an interest in becoming a committed member-owner of the co-operative.

Areas of Expertise & Qualifications

SHIFT Collaborative's work involves the following services:

- Process design, facilitation, and coaching for engagement, collaboration and innovation
- Strategic planning and organizational development for social and environmental impact
- Evaluation, sense-making and impact measurement
- Learning and capacity building (workshops, webinars, communities of practice, training)
- Participatory research, engagement and strategy

In addition, SHIFT has specialized expertise on several critical social and environmental issues (our core issues):

- Climate change and sustainability
- Health and wellbeing
- Housing for all
- Thriving and resilient communities



We are looking for a Senior Consultant who has considerable skills and expertise in **at least two** of the service areas above. We are also interested in Senior Consultants who have **expertise or content familiarity** with at least one of our core issues.

We are looking for someone who has the following qualifications and attributes:

Qualifications	Attributes
<ul style="list-style-type: none"> ▪ A graduate degree (or equivalent experience) with a focus on systems change, community development, community planning, adult education, transformative learning, social innovation, or related areas. ▪ Minimum 3 years' experience consulting, or equivalent. ▪ Considerable skills and experience in <u>at least two</u> of SHIFT's core service areas (see above) ▪ Expertise in at least one of SHIFT's focus issue areas are considered an asset (see above) 	<ul style="list-style-type: none"> ▪ Passion for and dedication to a just and sustainable world ▪ Demonstrated ability to think critically and creatively, and to problem-solve ▪ High degree of self-motivation and ability to work both independently and collaboratively ▪ Exceptional collaboration and interpersonal skills ▪ Entrepreneurial outlook and ability to take initiative ▪ Proven track record leading consulting projects ▪ Excellent written and oral communication skills ▪ Strong analytical skills and attention to detail ▪ Comfort working virtually with a distributed team ▪ A collaborative approach to problem-solving

This might be a great fit if you are interested in or committed to:

- Looking to collaborate more often with a team, especially if you are an independent consultant/contractor;
- Working on larger, more complex projects than you can accomplish on your own;
- Having access to work opportunities through SHIFT's reputation and network;
- Being part of a growing social purpose organization, and potentially being on track to become a worker-owner/ member of the coop;
- Equity, social innovation, systems change and addressing social/environmental challenges; and
- Maintaining a longer-term more formalized relationship with SHIFT Collaborative (vs collaborating on a one-off project).

What are the benefits of joining SHIFT?

- **Meaningful work:** Senior Consultants are SHIFT's 'go-to' consultants for project work where there is a fit in interest and expertise.



- **Collaboration with a team:** Working with a skilled and experienced team, it's possible to take on more complex and larger projects, and team members offer comradery, compassionate support, and thinking partners. Plus, it's more fun working with others!
- **Organizational Systems:** We take care of business essentials such as insurance, accounting, bookkeeping, and taxes.
- **Access to Supports and Infrastructure:** Access to paid software platforms and project support such as virtual event tech hosting, event planning, data analysis, transcription, etc.
- **Member Track:** Member-owners have added benefits of:
 - An annual professional development stipend
 - Participation in coop learning events and opportunities
 - Annual patronage payments
 - A share of coop equity (built up over time)
 - Participation in organizational development and planning

To submit an expression of interest

To submit an expression of interest, please send a resume that also demonstrates recent consulting experience and a cover letter that describes:

- Why you're interested in this opportunity;
- How your background, expertise, skills, and experience might be a good fit for this role;
- What contributions you'd be interested in bringing to the co-op;
- Anything else about yourself (passion projects, strange hobbies, life experiences, etc...) that you think would give us a sense of who you are; and
- Any questions you have that would help you discern if this might be a fit for you.

We respect and appreciate the time and effort that goes into these kinds of applications. And we look forward to reviewing each one.

Deadline: October 18, 2024

Please submit all materials **as a single file** to Kerri Klein, Managing Director, SHIFT Collaborative.
kerri@shiftcollaborative.ca

Next Steps

We are sure you still have some questions! Our next steps will be to shortlist potential senior consultants and set up conversations where we can meet each other, explore fit, and ask each other questions. Depending on the number of applicants, we may only be able to contact those who are shortlisted.

We look forward to meeting you!