

## Call for Applications

<b>Function:</b>	<b>The Journey Climate Innovation Summer School – learning Coach</b>
<b>Length of contracts:</b>	5.25 weeks
<b>Reporting to:</b>	Climate-KIC and Climate-KIC Journey Lead
<b>Key working relationships:</b>	Climate-KIC Journey team, Journey participants, Journey co-coach, parallel Journey coaches, Climate-KIC partners (managers at locations and their network)
<b>Payment:</b>	€11.000 Gross per contract  In addition, Climate-KIC will cover: Travel and accommodation during the Journey whilst with the participants, weekday breakfast and lunch.  Costs held by the coach: All travel and expenses incurred for the coach training days, travel to and from the Journey, and subsistence whilst on the Journey.
<b>Apply by:</b>	<b>Midday on 2<sup>nd</sup> February 2020</b>

### Summary of the post:

Climate-KIC is one of the Knowledge and Innovation Communities (KICs) designated by the European Institute of Innovation and Technology (EIT) as key drivers of European excellence, innovation and growth.

The Journey is a 4-week full-time residential summer school on systems innovation, networks, and climate leadership development. Each Journey runs through 3 locations across Europe and multiple Journeys run in parallel in July and August. Participants are a mixture of master's and PhD students as well as young professionals, from a range of disciplines and backgrounds. For more details, please see website: <http://journey.climate-kic.org/> Each Journey group is accompanied by 2 coaches.

In 2020 Climate-KIC will be running 10 Journeys. We seek 20 coaches (2 per Journey). Pairing of coaches to co-coaches and locations will be carried out by Climate-KIC during selection.

Candidates must be experienced coaches, motivated, energetic, available for the time periods specified as well as preparatory sessions in advance and interested in the EU context of climate change, personal development, and innovation.

### Role:

Participants join the Journey as individuals from different disciplines and backgrounds. The Journey is a summer school based on Systems innovation methodologies, and drawing strongly on community empowerment (and networking), and climate leadership development. As a learning coach you will support the participants through this process.

The outcome is a highly networked and integrated group who have the vision, tools, knowhow and capacity to support the transformation of society to a sustainable future. It is the coaches role to support this transformation by supporting the group and individuals, engaging with the Journey programme and pedagogy, and holding the learning space for all.

The role is also highly collaborative as you will work in both your own Journey team but also closely with all parallel Journeys running in other locations.

**Availability:**

- 2 days' coach training (programme development): **25<sup>th</sup> and 26<sup>th</sup> March** - (Attendance is mandatory, location TBC)
- 0.5 days equiv. engagement (in June / July) with the participants online– can include: posting articles or pre reading, engage in forum conversation, attend webinars
- 1 day equiv. (in June/July) pre-planning calls with your co-coach and Journey team.
- Arrival on the **27<sup>th</sup> June or 1<sup>st</sup> Aug** at your first location, in preparation for a full working day on the 28<sup>th</sup> June or 5<sup>th</sup> August respectively.
- 4 weeks full-time on location: **27<sup>th</sup> June – 25<sup>th</sup> July or 1<sup>st</sup> August – 29<sup>st</sup> August**; you must be available to stay in residence, and travel with the group, for the full four weeks.
- Some evening and weekend preparations during the programme.
- 1 day equiv. over the last weekend in residence to prepare participants for the final week.
- 0.5 day equiv. debrief and feedback: this includes a debrief call with your co-coach after the Journey. Written feedback to Climate-KIC. Verbal feedback to Climate-KIC. To be completed within 3 weeks after the residential programme finishes.

**Pedagogy of the Journey:**

The Journey's pedagogy is the specially formulated CCPOC model:

- Content: focus on content that is grounded in real life and can be experienced by the participants, or comes directly from their own experiences.
- Context: external context brought into the classroom, and real life inputs sought as a means to validating knowledge
- Peer teaching: Participant peer teach based on their experience, and the new experiences they are encountering. Their knowledge is equal to that from other sources
- Ownership: Equal distribution of responsibility for learning amongst all participants, placing the onus on the learners to achieve their full potential as a unit.
- Continuous dialogue: Discussion around inputs and learnings to continuously assess their helpfulness to meet participant and group goals.

**Coaching tasks:**

Prepare:

- An integrated programme with your local hosts
- Working plans and outlines with your co-coach

Create:

- A well-integrated group focused on learning and doing (autonomous, group, and guided)
- Self-sufficient teams who are empowered and active
- Linkages across Journeys running in parallel
- Participants and teams who understand and value networking and community building
- Participants who fully integrate and engage at all stages of the Journey.

Deliver:

- Translation of the Journey Pedagogy into the group ethos
- Participant engagement with a learning log
- Support for participants to understand and appreciate their own growth and development
- Support for participants to create a change plan on a local, European and pan system level
- Collaborative groups who work across parallel Journeys in different locations
- Climate change makers!

## Maintain

- A high level of belief in all participants throughout the programme that they can achieve extraordinary things

## Provided by the location

- Workshop facilitators to deliver the Journey tools and systems methodologies
- The overarching programme that is supported and complemented by your coaching
- Drop in contributors, access to stakeholders and experts.
- Prototyping facilities
- Work rooms for coaching
- Resources (post its, flip charts, beamers, etc.)

## Provided by Climate-KIC Journey team

- Training on the Journey pedagogy, methodologies, and learning outcomes
- The participant learning log
- A coach handbook
- Templates for assessed project
- Support as needed

## Key roles and responsibilities:

- Attendance at coach training days
- Programme planning and preparation with Journey managers and co-coach prior to the Journey
- Achieving the coaching tasks as set out above though:
  - Coaching: enabling participants to set goals and work towards them, creating self-learning environments, non-directional support, helping others realise their potential.
  - Facilitating: Translating input sessions into actions and placing it in the context of Journey learning, supporting group discussions and dynamics, offering input, supporting cross Journey interactions
  - Role modelling: being an exemplar individual who is a self-learner, curious, engaged, present, and conscious.

## Knowledge, skills and experience (Essential):

- Professional (learning) coach (3yrs min experience)
- Trained and experienced in facilitation, observation and feedback skills
- Good knowledge of, and ability to, facilitate and support various methods of team development/dynamics
- Good knowledge of, and ability to, support and develop individuals (within a group context) in leadership and/or change making.
- Understanding and awareness of systems innovation methodologies
- Confidence to work in scientific and technological field
- Leading, energising and motivating groups of up to 40 students from diverse cultural and academic backgrounds
- Supporting the development of others
- Proficient level of English (C2 equivalent)
- Understanding of (or a personal engagement with and passion for) climate change adaptation and mitigation
- Ability to collaborate closely with a co-coach and Journey team

## Knowledge, skills and experience (Desirable):

- Knowledge of business, political, or social dynamics, and how they can be transferred to scientific and innovation projects.

- Professional coach, trained from a recognised coaching institution (EMCC or ICCE accredited is preferred, but equivalent experience from coaching practice will be accepted)
- Equipped with arrange of tools used in systems innovation e.g. stakeholder mapping, dialogue, visioning, understanding drivers, transformational change planning.
- Background experience as a coach or otherwise in the field of climate change.

#### **Other Duties**

- To maintain safe workplace practice and procedures in accordance with the requirements of Health and Safety legislation, as delegated by local Journey Manager
- Any other duties commensurate with the grade of the post as directed by line manager / supervisor

**Please be aware that all coaches must have the appropriate insurance and indemnity cover prior to taking up the Journey coaching role.**

**Job descriptions cannot be exhaustive and the post-holder may be required to undertake other duties, which are broadly in line with the above key responsibilities.**

#### **Application Procedure**

Submit the following to [journey@climate-kic.org](mailto:journey@climate-kic.org) by **Midday on 2<sup>nd</sup> February 2020**

- **CV** (maximum 2 pages)
- **Competency profile** (see template provided below, 2 pages max, in the format provided)
- **Letter of motivation** in English (maximum 1 page) outlining your suitability for the role, and highlighting relevant experience to support your application.

Clearly state a preference for July or August to undertake your in-residence period in your application email, and in your letter of motivation.

For shortlisted applicants, interviews will be held by Skype and are scheduled to take place in the week 10<sup>th</sup> – 14<sup>th</sup> of February 2020.

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Climate-KIC values diversity and welcomes applications from all suitably qualified candidates regardless of age, gender, race, disability, sexual orientation, religion or ethnic background.

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## Climate-KIC Journey Summer School Learning Coach Competencies

Please fill in the table below with examples where you believe you have a stated competency. Please be honest on where your strengths and weaknesses lie, as this will help us match you with a suitable co-coach, should you be selected.

Competency	Example of how you have previously demonstrated this competency
<p><b>Empower others</b> Participants are not passive learners, they must be empowered as rich sources of knowledge and skills. Participants should be able to drive and shape the Journey.</p>	
<p><b>Support uptake of new content</b> Participants will look to their coaches for inspiration and guidance in how new tools and methodologies offered during the programme can be applied to their Journey experience. (You may or may not have any familiarity with these tools prior to their introduction.)</p>	
<p><b>Give feedback</b> Honest critical feedback on work done, and next steps (goal setting), including personal and team development.</p>	
<p><b>Facilitate large groups</b> 40 participants per Journey.</p>	
<p><b>Work with culturally diverse groups</b> Participants will come from a wide range of cultural and academic backgrounds. Coaches are expected to have experience in intercultural management and group pedagogy.</p>	
<p><b>Positive attitude to fighting climate change</b> Participants will expect coaches to show understanding, passion and interest in this field. (Direct teaching and expertise are brought in by other providers.)</p>	
<p><b>Theoretical references</b> Coaches are asked to state their references or schools of thought from which they draw inspiration</p>	

<p>- in terms of psychology, organisational development, personal development, systemic interactions, intercultural management, group pedagogy and other relevant fields</p>	
<p><b>Complement to a co-coach</b> Describe the skill set / personality of your ideal co-coach to deliver the Journey most effectively. (What are your areas of weakness in the contract description)</p>	

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