

Information for Associates

Thank you for your interest in becoming one of our Voscur Associates. Please read the following information and the document outlining Voscur's Learning and Development Offer before completing a covering letter to be sent with your CV. Shortlisted candidates will be invited to interview.

Voscur's Mission:

To support and develop the Voluntary, Community and Social Enterprise (VCSE) sector in Bristol and the West and South-West of England.

Voscur's Core Values:

- **Equality:** Voscur is committed to an organisational and collective responsibility for creating an equal and inclusive society and to the principles of the 2010 Equality Act.
- **Sustainability:** Quick fixes are no good. We work to support sustainable solutions to local issues - meeting local needs now without compromising those of the future.
- **Accountability:** Voscur is its membership - it supports, and is accountable to, the VCSE sector in Bristol and the wider region.
- **Empowerment:** Community development is what people do for themselves, not what's done for (or to) them. Voscur empowers organisations to foster grassroots direction and action.
- **Cooperation:** Neither the public, private nor third sector can provide everything communities need. Voscur therefore facilitates cooperation and collaboration between all three.
- **Independence:** Independent from public bodies and other charities, support and development organisations can facilitate partnerships and be a critical friend.

Voscur's strategic aims:

- **Development:** Find out what local communities need and help organisations meet those needs.
- **Support:** Help organisations to function more effectively and improve their services.
- **Liaison:** Help organisations communicate and collaborate effectively together.
- **Representation:** Represent the views of the VCS to public bodies and policymakers to help improve the environment in which we all work.
- **Strategic partnerships:** Foster effective working between the public and voluntary sector to inform and influence local planning and policymaking.
- **Equality:** Increase the participation of all equalities groups in civic society.
- **Sustainability:** Be entrepreneurial and responsive to ensure Voscur's own sustainability.

In line with the new strategy for the VCSE sector - Into A New Era 2019-2029 (https://issuu.com/voscur/docs/vcse_strategy_for_voscur.org) - Voscur wants to place itself at the heart of learning and development for the sector across the region and to build on its reputation as a valuable resource for all types of VCSE organisations and individuals.

Voscur's new Learning and Development Offer

We are developing a new comprehensive offer across our organisational development service, consultancy, and other learning and development opportunities. We are widening our offer to include new modes of delivery including coaching, action learning and online learning as well as training, workshops and consultancy. It is in this context that we are recruiting a new group of Associates to augment internal expertise.

The Principles:

Learning and development for individuals and organisations through sharing expertise and knowledge

Led, facilitated and coordinated by Voscur – “making the sector the best it can possibly be”

This means:

- Involvement from organisations and individuals that are leaders in their field to share their knowledge and expertise
- Developing organisations as well as individuals
- Emphasis on learning, networking, making connections, building relationships between individuals and organisations
- Inclusivity – ensuring that we reach all parts of the sector and the individuals working within it
- Equality – ensuring the knowledge, expertise and perspectives of equalities groups are embedded in programmes
- Collaboration and partnership between infrastructure and support organisations, business and public services, committed to a stronger sector
- Using venues in different parts of the city and wider region – collaboration with host organisations/venues thereby showcasing their venue, contributing to their sustainability and securing their involvement with local marketing, encouraging small local groups to attend.

Our work with Associates

Voscur Associates are established and experienced self-employed consultants who carry out specific consultancy, facilitation and training on behalf of Voscur to augment our service offer to organisations in the VCSE sector.

We offer our Associates –

- Allocation of work with our clients related to expertise and experience
- Development and networking opportunities
- Input into the development of our offer
- Visibility through our website and marketing and within the sector
- Ability to align with the values, standards and reputation of Voscur

Our Associates:

- Undertake work for which they have the appropriate skills and experience to the highest quality standards
- Undertake work within the agreed time and resource
- Communicate effectively with Voscur staff to ensure that contracts are completed to specifications
- Provide feedback and evaluation to Voscur on all aspects of the service
- Contribute to professional discussions and quality assurance processes
- Undertake continuous professional development
- Work at all times to implement and support Voscur's core values
- Act as ambassadors for Voscur and its VCSE sector offer
- Work in compliance with Voscur's policies and procedures including Health and Safety and Equal Opportunities. Attend and participate regularly in Associate Network Meetings
- Participate in regular review meetings.

The Voscur Approach

Specific information for delivering learning activities

Voscur learning activities focus on developing the skills and knowledge that can be applied directly to the context in which our clients work, and our group sessions also provide a valuable opportunity for networking and cross-pollination of ideas within the sector. Our delivery is underpinned by the learning cycle and an understanding of the diverse learning needs of participants. We recognise and value the skills and experience participants bring to share, and learning is experiential and active wherever possible with 'real life' scenarios and opportunities to practise skills and apply knowledge within each session. Learning activities include briefings, workshops, training, action learning, coaching and mentoring.

Specific information for providing organisational development and facilitation

Our development work is underpinned by an asset-based approach. We work to build capacity, engaging with all levels of our client organisations and their stakeholders. This includes focusing on organisational learning as well as development and our Associates contribute to providing a comprehensive support package.

Equality, Diversity and Inclusion are core to our service offer and we are looking for Associates who are from a diversity of backgrounds, have particular expertise and experience in this area and who can enable Voscur to better meet the needs of clients facing societal barriers.

Recruitment Process

We will be considering all applications based on their CV and covering letter and interviewing a shortlist of candidates who can meet our requirements. Interviews will enable candidates to identify how they can contribute to our offer to clients alongside the Voscur team. Candidates will be asked to make a presentation at interview.

A diverse group of Voscur Associates will be contracted for two years with an annual review to ensure that we can provide high quality opportunities for Voscur Associates and meet the needs of our clients.