



Project Developer

Reporting to: Project Lead

Salary: £20-25k pro rata (depending on experience)

Duration: 6 – 12 months

Participle is looking for a number of enthusiastic, inspiring, enterprising people to join our project teams and new enterprises this year. We have several 6-12 month roles for Project Developers, and are also we are looking for freelancers able to join us for a few weeks or months at time on an ongoing basis depending on project demand.

Upcoming work includes: a project to create a new kind of employability service, a project to support low income families to build new opportunities, the development of a rural version of Southwark Circle, and the launch of other new social enterprises, working with older people and teenagers.

About the role

You will join the core of a multidisciplinary project team, working with the Project Lead and Senior Strategist. Depending on your background and skills, the role will involve some of the following activities:

- Engaging - Identifying and building relationships with people in local communities
- Gathering insights – spending time in people’s lives, finding out what their needs and aspirations are, and spotting opportunities for innovation
- Co-designing new solutions – working with the public and professionals to shape new kinds of services, interactions, activities and communications
- Prototyping – setting up a ‘mock’ service, creating everything needed for it to feel real, engaging people in testing it out over a number of weeks
- Producing – creating and organising events, activities, workshops and communications to engage people, preparing materials for workshops
- Researching – carrying out desk research, tapping into what’s happening out there, sourcing innovations, analyzing, synthesizing, mapping information
- Playing a role in a new service – either as part of a prototype stage, or once it is initially launched – to make things happen and test things out
- Communicating – documenting and communicating issues, ideas and the story of the project as it develops, through photographs, film, and written material
- Coordinating – resourcing the project, tracking spend, scheduling people and preparing meetings and documents

Positions vary from six to nine months, with a salary range of £20 – 25k pro-rata depending on experience. You can expect to move between projects in that time.

About Participle

Participle creates future public services with and for the public. Most attempts at innovation and service improvement start within existing institutions and ask how they can be reformed. Participle starts from the individual and their community, unlocking a unique set of insights and motivations, which are then applied to the problems that need to be addressed. This bottom up process of learning from and understanding individuals, and the life they want to lead, is simultaneously combined with a top down process of institutional and financial analysis which draws on our broad networks of academic and professional knowledge. A typical team on a health project, for example, would include residents of a particular community, doctors, nurses and a wide range of advisors from different walks of life, different locations, all with their sleeves rolled up working alongside each other. From these projects emerge a series of social enterprises, which we create, launch and incubate. We are only interested in national scale, and although we might start small, this is our goal. These social enterprises stand as examples of how future services can be delivered.

The Participle team is inter-disciplinary. Our team includes designers, social anthropologists, researchers, policy analysts, economists, domain experts, business people, organisational change people... to name just a few. Each project draws on these skills and a wider networks of expertise and knowledge. All bring their unique perspectives to bear through our project process and methods.

For more information, please visit: www.participle.net

Who we're looking for

We're interested in meeting people from a range of backgrounds. Qualifications and experience matter less to us than the qualities we think make a Participle. We expect you to come with an open mind and an open heart and be up for learning as you go. So if **all or at least two** of these descriptions sound like you, we want to meet you!

Connector/empath/ animator

- You're good with people, and enjoy finding out about their lives. You understand how they tick, you can get on their level, you can make friends with anyone, anywhere. You're a social chameleon, just as comfortable hanging out in a youth club on a housing estate, in a chief executive's office, in the pub, in a care home, and enjoy meeting different types of people.
- You meet people on their level. You're not judgemental, and you don't make assumptions.
- You're a connector, building rapport quickly, and you get people onside and doing things that would surprise them. Socially, you're the one who brings people together. At a party, you know who would get on with who.
- You can sense how people are feeling, and represent different points of view. You're quick to speak up if you feel people's reality is being overlooked.

- You use your natural empathy to gain insight into what will work for people. You're perceptive, able to synthesise and share your experiences in a compelling way that gives others insight.

You can... go to a new place, find and engage local people in conversations and activities, build relationships, bring back your learning to the team, present your thoughts and insights clearly.

Opportunity-spotter/designer/prototyper

- You're a fresh thinker. You're able to gain insight quickly and translate that into opportunities for something new. You can see things that haven't been drawn out before.
- You're able to put yourself in other people's shoes when you're developing solutions, and have an instinct for what will make a difference to people.
- You've got ideas and a good sense of what's missing, what makes something work, what might shake things up, how things could be different. You spot patterns, you're easily able to imagine alternatives, and you have a drive and passion to create something better.
- You're creative and not afraid to take a risk, to try something out that might seem crazy at first.
- You're a problem solver and you can think through complex systems, interactions, services and how to shape them. You know how to turn abstract ideas into tangible things for people to interact with.
- You know how to test out ideas quickly, you're not precious when it's not working, you use the feedback to shape something better.
- You communicate your ideas in ways that really speak to people, through visuals and storytelling.

You can... research a situation, generate ideas based on real insight, communicate them clearly, turn them into something tangible, get people to try them out, learn from feedback, solve the detail, make them work and know why they work.

If you come from a design background, you can visualise, film, make, build, mock-up and prototype new ideas rapidly in a variety of media and in a compelling way.

Doer/producer/fixer

- You're a doer. You love to get stuck in and make things happen. You're resourceful, resolve problems creatively and love a challenge.
- You're not precious- you've got a 'can do' attitude and enjoy getting your hands dirty.
- You're determined in the search for 'the thing' that'll make the difference, but know when 'good enough' is good enough. You've got connections, you know a man who can.... and you know where to get a thing that will....
- You're a good communicator, producer, researcher and organiser.
- You're easy going and adaptable, comfortable with tight deadlines, last minute changes and just in time production.
- You orient yourself quickly in a new place and know what's the priority.
- You're highly organised and can keep everyone else in line.

- People know that when you're there, everything's in hand.

You can... get an event off the ground in an afternoon, source props, experts, materials and anything else needed, arrange people, places, transport and food, stay calm and bring a bit of magic to it.

How the projects work

Participle creates partnerships with local authorities, central government departments and commercial organizations to tackle the big social issues of our time, like an ageing population, or climate change. During the projects we run, we explore an issue through desk research and ethnographic-style observation/interviews with groups of people. We generate ideas, develop solutions, and test them out with the people who will use them by running a live 'prototype'. This means that we create a 'mock' version of the intended service or solution using our own resources and people – for example turning our studio into a phone-based chatroom for older people for a couple of weeks – to learn what works and what doesn't, before redesigning the final thing and developing the business model to make sure it's financially sustainable.

The projects result in new services or social enterprises that change the way that things are done, and so we work with policy makers to 'change the rules' to make new things possible.

The project teams

To run these projects we put a multidisciplinary team together, led by a senior project lead and including specific domain expertise (for example, an expert on older people and loneliness), social scientists, designers, policy analysts and business experts. There is a core team that follows the project throughout, with experts, specialists and people seconded from our project partners joining during different phases. As the project finishes, we invite investment to launch the new enterprise, at which point a new team takes on the implementation and delivery of the new service. The positions we are looking to fill above will either form part of the core team for the duration of the project, join us during the research and prototyping stages, or in the initial launch stages of the enterprises.

Where the work is

Project work will be split between Participle's studio in London and on location in different local authority areas. We have worked in Swindon, Brighton, Croydon and Southwark, for example, but project work may take place anywhere in the UK. Research and prototyping phases typically involve several days a week on location, working with people in their homes and community spaces, in the evenings and sometimes at the weekends, with the rest of the time in the Participle studio with other project teams. We all contribute thoughts and insights to other projects and the development of Participle's social mission, Beveridge 4.0.

How to apply

Please send a CV, covering letter and up to 3 examples of projects you've worked on in Pdf format only to **jobs@participle.net**. Please select projects that you have been part of where you feel your contribution reflects some of the qualities we're looking for. A project might mean something you have been part of professionally, as a student, or in a personal capacity.

We think interviews don't always show the qualities we're looking for in people, and so if you are shortlisted, we'll also arrange a date for you to take part in a workshop so we can get to know you better and figure out who you'd work well with.

6 – 9 month positions

We are looking for a number of people to start between March and April 2010 and then will have an ongoing requirement throughout the rest of the year. To be considered for the first set of interviews and workshops, please send your application by **Friday 19 March**. The second set of interviews and workshops will take place in early July, and again in September. Please check our website for the next application deadline.

March/April 2010 positions

Application deadline: **Friday 19 March 2010**

July 2010 positions

Application deadline: check website for updates

http://www.participle.net/about/job_opportunities/

Ongoing freelance work

For those interested in working with us for a few weeks/months on an ongoing basis, please apply in the same way, and once we've met, we'll invite you to join our network and collaborate on projects as and when opportunities arise.