

Pioneers into Practice 2017 – Coaches Call

Company Background

Climate-KIC is the EU's largest public private partnership addressing climate change through innovation to build a zero-carbon economy.

We address climate change across four priority themes: urban areas, land use, production systems, and climate metrics and finance. Education is at the heart of these themes to inspire and empower the next generation of climate leaders.

We run programmes for students, professionals, start-ups and innovators across Europe via centres in major cities, convening a community of the best people and organisations.

Climate-KIC is supported by the European Institute of Innovation and Technology (EIT), a body of the European Union. For more information visit: <http://www.climate-kic.org>.

Pioneers is Europe's only knowledge development and placement programme aimed at climate change professionals. As Climate-KIC's professional mobility programme it brings together professionals from industry, small companies, universities, research institutes, local councils as well as non-profit and public organisations. For more information visit: <https://pioneers.climate-kic.org/>

Job Description

For this call, the programme seeks Coaches to lead on the learning of transition thinking and innovation systems (see annex 1), to support both Pioneers & Hosts across its network of European delivery locations.

In Stowarzyszenie Centrum Rozwiązań Systemowych (CRS), Wrocław (Poland) one Head Coach and one Local Coach are sought.

Responsible to their Local Manager candidates are required to work as part of their local delivery team and also part of a wider Pioneers Coach team.

The local Coach team using the programme framework as a guide is responsible for designing and delivering a series of training sessions (introductory workshop, summer webinars, final workshop), and working pioneers at an individual and group level. The coach will follow-up of the pioneers' activity during the placements, as well as supporting pioneers in their group assignments, suggesting actions, contacts with stakeholders, etc. Coaches will also support Hosts engagement in the programme, acting as the main contact point and ensuring open & continuous feedback is achieved at all times. Candidates must be motivated, energetic, and available for the time periods

specified (annex 2), and interested in the EU context of climate change, business and innovation. Depending on expertise and interest of the coaches, the coaching activities (group coaching, workshop facilitation, individual coaching) will be shared between the team of coaches so that individual coaches might have different focus areas.

Breakdown of respective role responsibilities in annex 3.

Requirements

Coaches need to fulfil the competency standards (Annex 4) defined for the respective roles as defined in Climate-KIC network of coaches and trainers. Additionally, Coaches should be able to relate to the ecosystem of the respective location and specific challenges and opportunities related to climate.

Priority will be given to coaches already a member of Climate-KIC's network of coaches and trainers.

Application procedure

Interviews will be scheduled with applicants and the Local Managers following the application deadline.

Job Specifications Job title(s)	Pioneers Head Coach, Pioneers Local Coach
Contractor	Climate-KIC partner at local level - Stowarzyszenie Centrum Rozwiązań Systemowych, Jaracza 80B/10, 50-305 Wrocław, Poland
Length of contract	The duration of the Pioneers programme 2017. From 1 st March to 31st December 2017
Reporting to:	Local Pioneers Manager Pioneers Manager Europe
Key working relationships:	Local Pioneers Manager Pioneers Hosts Local Coaches team Main Location stakeholders

Number of Coaches & payment:

Climate – KIC has established the number of coaches required as 2: one Head Coach and one Local Coach. The maximum contracted days are not expected to be more than 20 for each Coach.

Day rates inclusive of all domestic travel & local taxes are set to 310 euro for Head Coach and 265 euro for Local Coach.

Deadline

12:00 (CET) 28.02.2017

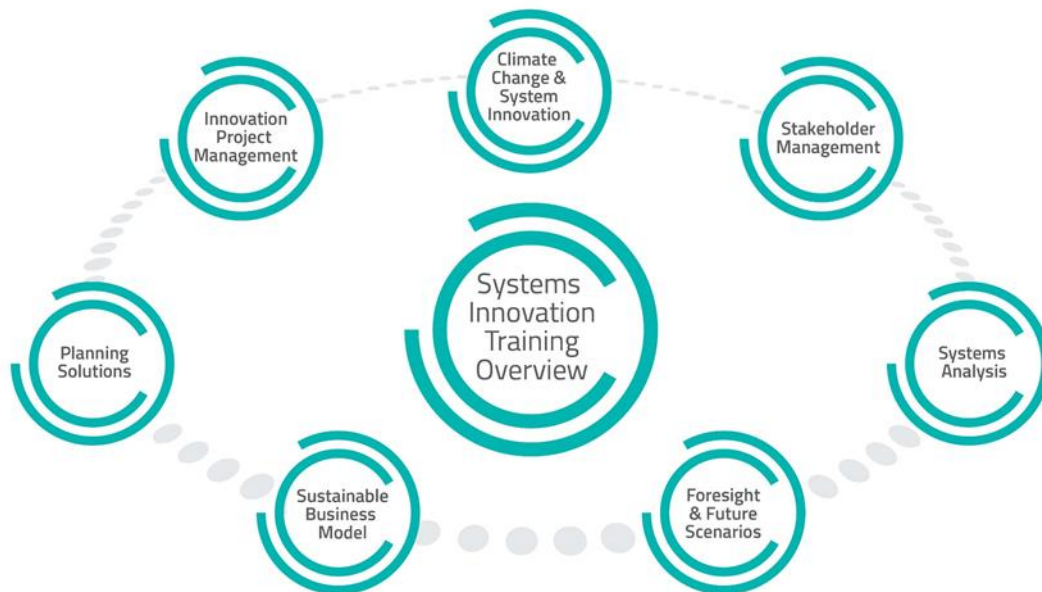
How to apply

Please Indicate the role you are applying for (Head Coach or Local Coach) and submit a motivation letter and CV to office@crs.org.pl. (CVs should be in Europass format

<https://europass.cedefop.europa.eu/en/documents/curriculum-vitae>).

If you are not part of Climate-KIC's pool of coaches and wish to be informed about future intakes please indicate this in your motivation letter.

Annex 1 - System Innovation Training Overview



Annex 2 - Key dates and programme timeline *(dates could be subject to change)*

- 15th Feb – Programme promotion starts
- 1st March – 21st April Recruitment for Pioneers and Hosts
- 8th – 10th March – Train the Trainer Workshop for Head Coaches, EIT Offices, Budapest
- 24th April – Selected Pioneers and Hosts announced
- 24th April – 19th May – Placement Opportunities open
- 16-18th May – Introductory Workshop
- 22nd May -30th June – Placement matching
- May – November – Group Project working
- June – July – Summer Activities Webinars
- 6th – 7th November - Final Workshop
- 29th November – International Workshop, Utrecht

By applying for the Coaches positions you are confirming your ability for these key dates, any exceptions should be stated in your motivation letter.

Annex 3 –Responsibilities Summary

Head Coach	Local Coach
<p>Work with Local Manager to design workshop series and summer activities consistent with programme framework.</p> <p>Deliver key messages in line with programme guidelines.</p> <p>Embed the delivery locations unique characteristics and challenges facing the climate change agenda into the coaching support.</p> <p>Work with Local Manager to identify Group Projects and challenge owners, and oversee overall Group Project implementation in location.</p> <p>Support local recruitment for Pioneers and Hosts</p> <p>Working with Local Manager to define local coaching support function.</p> <p>Attend Train the Trainer workshop, EIT Offices, Budapest</p> <p>Disseminate training to local delivery team</p> <p>Coordinate at a European level to share learning and best practice through the wider Pioneers Coach team.</p> <p>Provide regular feedback throughout the year.</p> <p>Additional responsibilities in line with Local Coach role.</p>	<p>Work with Head Coach to facilitate the workshops and summer activities.</p> <p>Deliver key messages in line with programme guidelines.</p> <p>Work with pioneers at an individual level, being the main contact point for educational learning.</p> <p>Oversee and support Group Project delivery, identifying opportunities for applying systems innovation tools and techniques to the challenge.</p> <p>Support local recruitment for Pioneers and Hosts.</p> <p>Facilitate online discussion amongst Pioneers and Hosts on the online platform groups.</p> <p>Be main contact point for Hosts, ensure open and continuous feedback throughout the year.</p>

Annex 4 – Coach Competency Standards

Head Coach Competency Standard	
Competency	Level
English proficiency	Candidate is able to prepare learning materials in proper English and facilitate workshops and coaching sessions in English; comparable to language level C1
Motivation to join	Candidate is able to demonstrate clearly his/her motivation for coaching activities in Climate-KIC. The candidate also demonstrates eagerness to learn and curiosity for people and their climate change innovation challenges
Coaching experience level	Candidate has at least 3 years of coaching experience and a proven track record of facilitating workshops. He/she has also has coaching experience with practitioners (not only students).
Workshop facilitation skills	Candidate is able to facilitate workshops in an innovative and engaging way according to the objectives of the respective workshops. He/she is also able to adapt the workshop plan if needed (flexibility) and ensure a good time management of the workshop
Group facilitation skills	Candidate is able to facilitate group work, to understand the group dynamics and detail and to motivate groups to achieve ambitious objectives. Hes/she is also able to recognise potential group conflicts and to mediate between group members in cases of conflict
Workshop design capabilities	Candidate is able combine content elements and workshop methods to design workshop agendas appropriate for (given) workshop objectives. Hes/she is able to contextualise the workshop to a certain target group and to link to the expectations of the participants.
Professional appearance	Candidate is able to link to the expectations of course participants, adapt to their needs and has a credible appearance with regard to coaching. He/she is perceived as an expert in leading workshops and education formats.
Understanding of different perspectives	Candidate is able to reflect climate change issues from different perspectives (e.g. business, academia, authority). He/she can facilitates discussions objectively, unbiased from own opinions.
High-level understanding of transitions thinking	Candidate knows and understands the background of transitions thinking. He/she knows respective methods and tools and understands their boundaries and situate relevance for practitioners.
Understanding of climate change contexts	Candidate is able to contextualise challenges and methods/tools to climate change, for example by using respective examples/cases. Candidate has also a good understanding of climate change, respective causes, solutions and controversies.

Capabilities to create learning materials	Candidate is able to design new learning materials based on given learning objectives., especially with regard contextualisation of content elements (regional examples, case studies). He/she is also able to design assignments for applying respective methods/tools to on-the-ground challenges.
Project management skills	Candidate has a track record of managing projects and organising workshops. He/she understands and has experiences difficulties and risks of managing projects and is capable of mitigating those.
Digital literacy	Candidate has a good command of digital tools (social media, online communication, presentation technology) and is able to use them for coaching, workshop facilitation and running webinars.
International experience	Candidate has international experience, especially within Europe, and is able to understand and link to different cultures.

Local Coach Competency Standards	
Competency	Standard
English proficiency	Candidate is able to prepare learning materials in proper English and facilitate workshops and coaching sessions in English; comparable to language level C1
Motivation to join	Candidate is able to demonstrate clearly his/her motivation for coaching activities in Climate-KIC. The candidate also demonstrates eagerness to learn and curiosity for people and their climate change innovation challenges
Coaching experience level	Candidate has basic coaching experiences, for example tutoring students or facilitating basic workshop, also on a voluntary level.
Professional appearance	Candidate is able to link to the expectations of course participants, adapt to their needs and has a credible appearance with regard to coaching.
Understanding of different perspectives	Candidate is able to reflect climate change issues from different perspectives (e.g. business, academia, authority). He/she can facilitate discussions objectively, unbiased from own opinions.
Understanding of climate change contexts	Candidate is able to contextualise challenges and methods/tools to climate change, for example by using respective examples/cases. Candidate has also a good understanding of climate change, respective causes, solutions and controversies.
Group facilitation skills	Candidate is able to facilitate group work, to understand the basics of group dynamics and to motivate groups to achieve ambitious objectives.
Digital literacy	Candidate has a good command of digital tools (social media, online communication, presentation technology) and is able to use them for coaching and workshop facilitation.
International experience	Candidate has international experience, especially within Europe, and is able to understand and link to different cultures.