Collective Mind Associates

Collective Mind is expanding its global community of consultants to work with us on projects in support of networks and network practitioners. Collective Mind Associates are independent consultants with direct experience designing, facilitating, supporting, and/or leading networks, coalitions, and/or other multi-stakeholder collaborations. Our Associates are skilled, engaged colleagues eager to collaborate and contribute to the Collective Mind vision.

Collective Mind’s mission is to increase the efficiency, effectiveness, and impact of networks and network practitioners. We provide an array of advisory and capacity building services to networks - from traditional consulting projects to packaged tools and services - and host a learning community for network practitioners with regular activities for knowledge and skill building, peer learning, and professional development. Our approach to supporting networks is rooted in our belief in the power of collective action, guided by our proprietary network diagnostic framework (read more about our approach to networks here).

Associates Overview

In agreeing to work together, Collective Mind and its Associates commit to jointly building and participating in the community and contributing to opportunities for mutual growth. Collective Mind Associates gain access to a network of peers, professional development and visibility opportunities, and the potential for paid consulting work through Collective Mind and our clients. Based on their technical expertise and professional interests, Associates will contribute to activities across our advisory services and learning community. Support to our advisory work may include jointly collaborating on proposals or product design and/or providing paid consulting services to potential clients. Support to the learning community may include designing, organizing, and/or facilitating activities or trainings, or developing blogs or related content. Consultants may also contribute to Collective Mind’s website, social media, or other communication channels.

To anchor the community, all Associates will participate in monthly calls aimed at networking, planning and ideation, knowledge exchange, and community building. They will also provide a quarterly contribution to Collective Mind based on their interests and skills.
Desired Skills and Capacities for Associates

We seek colleagues with direct experience working with or for networks from across all sectors and regions to join our growing community. Collective Mind Associates will exhibit the following core skills, experience, and professional qualities.

Core skills and experience:

- Minimum of 3 years of experience (no maximum) working with networks or multi-stakeholder collaborations, including in a direct support role (managing, coordinator, advising, funding), with hands-on experience with tasks such as facilitation, coordination, managing expectations, coordinating activities, building consensus, setting and implementing collective strategies, convening, etc.
- Demonstrated network mindset and commitment to participatory, consultative, and inclusive engagement as the core of all multi-stakeholder activities.
- Demonstrated commitment to the Collective Mind company values.

Professional qualities:

- Problem solver, diligent self-starter, and systems thinker with exceptional communication and client management skills.
- Highly organized, detail-oriented, and able to proactively and collaboratively build solutions to meet client expectations.
- Ability to establish priorities, meet deadlines under pressure, be responsive to clients and teams, and juggle competing demands.
- Excellent written, oral, and communication skills, including the ability to prepare and deliver presentations, reports, and business correspondence.
- English proficiency required, other language skills are highly desirable (especially French and Spanish).

Collective Mind works with networks focused on topics from across a wide spectrum of humanitarian, international development, and social justice issues around the world. Associates are thereby welcome who have a range of technical focus areas. Associates will also exhibit one or more of the following range of specialty skills and experience including but not limited to:

- Strategy design and/or strategic planning
- Project management, especially of complex multi-stakeholder projects
- Proposal development and writing
- Communications and marketing
- Monitoring, evaluation, and assessment
- Facilitation and convening
- Knowledge management and learning

How to Apply

Interested applicants should submit their CV and cover letter to Kerstin Tebbe at kerstin@collectivemindglobal.org by Friday, March 5th. Both documents should be tailored to clearly articulate the skills, expertise, and experience noted above.