**The Civic Canopy Associate Opportunity**

Overview

The Civic Canopy is eager to build a team of Associates ready to work on projects in communities and initiatives across Colorado. Canopy Associates are skilled partners who bring their own unique expertise to projects and initiatives and who are trained in the Canopy approach to community collaboration. Together with Canopy staff, Canopy Associates will help build an extended network of practitioners who work and learn together about the most effective ways to help communities develop more engaged residents, more effective organizations, and a stronger culture of collaboration.

What Associates Receive: “The Get”

* Training opportunities in Canopy approaches, covered in part by learning stipends
* Contract opportunities to work on project teams serving communities across Colorado
* Access to tools, supports, coaching, and peer learning as part of Canopy Project Teams

What Associates Commit To: “The Give”

* Attend an introductory set of Civic Canopy training sessions to build an understanding of our approach
* Be available to take part in community-based projects in communities across Colorado beginning in fall 2018
* Utilize and contribute to the Canopy’s toolkit of resources and Civic Network Provide and receive feedback, support, and ongoing learning as part of t as part of Canopy Project Teams

Skills and Experience

While the needs of communities vary and will change over time, we anticipate needing to have a team of Associates skilled in the following areas:

* Experience with leading training offerings for individuals, organizations and communities
* Whole group/small group facilitation skills
* An understanding and comfort with issues of diversity, inclusion and equity
* Project-management skills
* Ability to assess the needs of a group and identify best pathways to growth
* Ability to design and adapt learning experiences for individuals, groups, and organizations
* Community engagement, outreach, relationship building
* Coalition building
* Ability to work flexibly within a team approach and/or “talent cloud” framework

Soft Skills/Values

* Sense of curiosity and humility
* Ability to connect with all types of people and groups
* Sense of adaptability and flexibility
* Commitment to quality and learning
* Critical thinking and problem solving
* Growth mindset
* Genuine ability to listen
* Ability to work as a strong team player, along with a sense of personal initiative
* Ability to put groups at ease, and to walk comfortably through conflict and concern
* Low ego, high EQ

The Business Model: Independent Contractor, Interdependent Teammates

While Associates will act as independent contractors to The Civic Canopy and be paid on a per-project basis at a rate commensurate with the level of expertise and the services provided, they will not be acting in isolation. Instead, they will coordinate their efforts within a larger team environment comprised of Canopy staff, other Associates, and community members. Our goal is to maintain a core group of Associates who can prioritize this body of work in their portfolios, and who have the stability and continuity to do so, while still allowing for the inclusion of new members in the network as needs evolve who bring diverse skillsets, perspectives, and levels of experience.

How To Get Involved

Those interested in becoming a Canopy Associate should take the following steps:

1. Complete the Skills Inventory [HERE](https://goo.gl/forms/NJWKxnBxdLewu4WC3)
2. Attend the 4 Canopy Trainings at the following times:
   1. July 24, 2:30 – 4:30 PM
   2. August 7, 2:30 – 4:30 PM
   3. August 22, 2:30 – 4:30 PM
   4. September 4, 9:00 – 11:00 AM
3. Submit Letter of Interest and a Resume/CV to with subject line “Consultant Network” to [hr@civiccanopy.org](mailto:hr@civiccanopy.org) that outlines your interest in being involved, core skill sets, standard hourly rate, and your interests and availability for projects.
4. Submit a list of past projects and references that can speak to your skillsets and approach.