

# **The Cohesion and Integration Network (COIN)**

*A multi agency response to cohesion.*

## **Application Pack**

## **Founding Associates of the Cohesion & Integration Network (COIN)**

**Deadline for applications: 30 January 2019**

December 2018

[www.cohesionintegration.net](http://www.cohesionintegration.net)  
@cohesionintegr1

Registered Charity number: 1180761

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## Meeting the Challenge

There has never been a better time – nor a greater need – to bring people together and to develop and build best practice on cohesion and integration. Our new Network can fulfil this vital role.

Report after report has highlighted the growing sense of fear and division in many areas and the need to promote better relationships within and between communities. Despite the agreement across political lines that cohesion and integration needs to be improved, many sections of our society remain isolated and divided, particularly by ethnicity and faith. Recent debates have also revealed the alarming ease by which intolerant and extreme views can gain ground. All political parties now accept the need for action that brings communities together, tackles racism and hate crime, and reduces the lure of Far Right and religious extremism. There also seems a willingness to consider new and better approaches, but, in practical terms, there are no mechanisms in place to identify what projects are already taking place, the resources employed, the agencies involved, how effective they are, let alone what can be considered to be good practice.

## About COIN

The Cohesion and Integration Network (COIN) will fundamentally transform the policy and practice of cohesion and integration. It will bring organisations and individuals from across all of the cohesion sectors together - to share their ideas, knowledge and experience to work more effectively. For the first time, the thousands of individuals and organisations involved in this vital work will have access to guidance and resources – from the theory of integration to the practice of measuring cohesion and ‘what works’. Most of all, the COIN will develop a new era of professional practice to build the confidence and capacity to deliver the ambition of a more integrated and less divided society.

Against a backdrop of increasing polarisation, there has never been a better time - nor a greater need - to establish a network in the areas of cohesion, integration and intercultural interventions. The COIN will bring together organisations, of all types and from all sectors across the UK and globally. The Network’s new digital platform will provide a central location for users to access resources, information and training materials - increasing COIN’s impact and reach.

The UK Government is now firmly behind the new Network as the recent Integrated Communities Strategy Green Paper made clear: “Government will provide funding to the network to support its development and to enable government departments to access the leadership and best practice resources it will develop.”

Membership is open to NGO’s, governmental departments, universities and academic institutions, local government and will also harness the power of the private sector. It will also be open to individuals, building a new professional organization in the process. We are delighted that the Ministry for Housing Communities and Local Government (MHCLG) and Savannah Wisdom Foundation are our founding funders and supporters.

COIN is registered as a charity with a founding Board, led by COIN’s Chair Professor Ted Cattle. COIN operates with a small team from its head office in Manchester. COIN is led by Interim Chief Executive Cathy Elliott, and its first permanent Chief Executive Jo Broadwood will join in early February 2019 from Street Doctors.

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## The Role of COIN Associates

The COIN is seeking founding Associates to work with us as a new Network on commissioned COIN projects, including from the public sector. We are seeking academics, social policy researchers and advisors, event and project co-ordinators and facilitators who have an understanding and experience in the field of cohesion and integration at a local, regional, national and/or international level.

Our founding Associates will become part of a bank of experts and advisors who we can call upon from time to time to work with COIN to design, deliver and evaluate commissioned time-bound projects and ad hoc research on a contractor/consultancy basis. We are currently in discussions with our existing and new partners on commissioning opportunities, including for research, consultations and campaigns in the field of cohesion and integration, and we hope to hear about confirmed opportunities in early 2019.

Potential ad hoc contracted opportunities for COIN Associates could include:

- Consulting on and developing practical solutions to building cohesion;
- Creating toolkits for our members in areas such as evaluation and project planning;
- Researching and analysing the progress and gaps in cohesion practice;
- Undertaking research to inform national or local government policy.

The COIN's future commissions may include opportunities with local authorities, national government, trusts & foundations and corporate partners. The subject and output of our commissioned work will vary, though they will all have in common ways to develop effective integration and community cohesion strategies and practice for the benefit of communities.

## COIN Associates Person Specification & Role Description

We are seeking individuals who have:

- A wide range of experience of working with Local Authorities, Health Services, National Government and/or voluntary and social sector organisations;
- An understanding of the current challenges faced and the ambitions of these organisations in improving cohesion and integration in their communities;
- A sound knowledge of a wide range of monitoring and evaluation applications to help organisations demonstrate their value and effectiveness;
- A personal and facilitative approach with strong project management skills;
- A commitment to learning from academics, policy makers and practitioners.

The COIN's Associates will support a range of projects, undertaking research, designing models and toolkits, providing advice and/or project management. You may lead aspects of projects, working with a senior Project manager or a member of the COIN's team. You may undertake discrete pieces of work (such as literature reviews, quantitative analysis or qualitative field work), provide policy advice at a more strategic level or undertake an impact evaluation.

### **General Essential Requirements**

- Exceptional written and verbal communication, especially thinking of creative solutions to problems;
- Strong project management skills;
- Ability to collaborating with other team members and stakeholders, being creative and championing new ideas;
- Employment and/or academic experience in a field relevant to cohesion and integration;
- Experience of working on a contractor or consultancy basis to deliver a project brief on time and in budget;
- Educated to degree level, ideally in a relevant field to cohesion and integration.

### **Researcher Essential Requirements**

- Background knowledge of social issues particularly social cohesion, analytical, statistical, planning;
- Ability to explain the methodological approaches to be used in gathering, analysing, presenting data, and the time and human resources needed;
- Competent analytical skills and an understanding of mixed methods of research and evaluation.

### **Policy Advisor Essential Requirements**

- An understanding of academic research, practitioner analysis and evaluations and policy literature, particularly how it can be applied to public policy issues relating to social cohesion and integration;
- Ability to write concisely for senior management, Boards, government ministers or senior officials;
- Experience of working on the development or delivery of policy in government, academia, industry, or for a consulting firm or agency.

### **Facilitator Essential Requirements**

- Ability to design and facilitate workshops or consultations around the COIN's developing digital platform and research;
- Ability to design and create real time visual executive summaries or outputs from workshops or consultations sessions;
- The ability to help lead workshops with the COIN's members and partners to understand their needs, articulate a collective vision, and help design strategies and experiences that meet their needs.

### **General Desirable Requirements**

- A Masters or PhD in a relevant subject area (including, but not limited to international development, economics, psychology, politics, anthropology, design thinking, evaluation methods, criminology etc);
- Experience of working in an international context in the field of cohesion and integration.

Please note: If you do not already hold the right to work in the UK and/or require sponsorship in order to continue working here, you should think carefully before applying because we will unfortunately be unable to sponsor you.

The COIN is committed to a policy of Equal Employment Opportunity and is determined to ensure that no applicant or employee receives less favourable treatment on the grounds of gender, age, disability, religion, belief, sexual orientation, marital status, or race, or is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

## **Remuneration**

The COIN will pay Founding Associates on a day rate or project basis, depending on the funding available from each commission. Rates by the day or per project will be negotiated dependent on experience and expertise, plus VAT and reasonable expenses. Travel time for projects/commissions is not included in day rates. A probationary period will take place to ensure satisfaction in the delivery of the work.

## **Submitting an Application**

To apply to be considered for the role of founding Associate, please submit by email a comprehensive CV and a supporting statement of no more than two pages of A4 stating how you meet the Person Specification and Job Description. In being considered to join our bank of Associates, please state which areas of work in which you are most qualified and experienced, such as research, policy advising, facilitation etc

In your application, please provide the names, positions, organisations and email & telephone contact numbers of two referees; one of whom should be your current/most recent employer or commissioner. References will only be taken once your express permission has been granted.

When applying please ensure that you have provided your mobile, work and/or home telephone numbers and email address, as well as any dates when you will not be available or might have difficulty with the indicative timetable below. We would also be grateful if you could let us know if you will require any special provision as a result of any disability should you be called for interview, and please contact [admin@cohesionintegration.net](mailto:admin@cohesionintegration.net)

The recruitment process is being led by Cathy Elliott, COIN's Interim Chief Executive. Please submit your application by 10am on 28 January 2019 to [cathy@cohesionintegration.net](mailto:cathy@cohesionintegration.net)

Applications will be considered and discussions or interviews with applicants will take place on a rolling basis, including if required before the deadline, dependent on the COIN's commissioned project opportunities and requirements of funders.

## **Recruitment Timetable**

- Recruitment Process Launched: 20 December 2018
- Deadline for Submission of Applications: 10am on Monday 28 January 2019
- Interviews with applicants will take place in Manchester City Centre or by skype around mid-February. However, applications will be considered on a rolling basis, dependent on the COIN's requirements.

We look forward to receiving your application.

## **The Cohesion and Integration Network (COIN)**

**For further information on the work of the COIN, please visit: [www.cohesionintegration.net](http://www.cohesionintegration.net)**  
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