



OVERVIEW

LifeMosaic supports communities and movements to protect their rights, commons and cultures and to vision and determine their own futures. We work with indigenous communities in South-East Asia, Africa and Latin America that are being marginalised and whose natural resources and cultures are under threat. We also work with visionary communities that are championing community-led approaches to self-determined development and those defending their territories and cultures.

WHAT WE DO - OUR PROGRAMMES

Toolkits for Empowerment: We produce and disseminate videos, manuals, and other tools to support local organisers to build their capacity; empower communities to make informed decisions about their futures; and campaign effectively to defend their rights and shape their destinies.

Next Generation Leadership: We create and deliver unique trainings for youth, focused on awakening their calling to defend their territories and providing them with the skills to facilitate movement building in their own communities and based on their own cultures.

Self-determined development: We promote, share and pilot approaches for communities to vision, plan and determine their futures. We do this by: supporting exchanges; nurturing self-determined development processes and building the capacity of indigenous facilitators to support self-determined development in their own territories.

Indigenous Education: We support the propagation of education that is developed in indigenous territories; rooted in the knowledge systems and practices of the ancestors; and that helps communities address the challenges of today. We support the promotion and spread of indigenous education through exchanges and skillshares, mentoring pioneers, and supporting movements to develop their criteria for implementation.

LifeMosaic in Numbers 2005-2019

- Produced over 50 videos for empowerment and critical education.
- Trained 1500+ community organisers in the use of media for critical education.
- Trained 350+ indigenous youth, with the calling, critical awareness, skills and love of their culture to defend and look after their territories.
- Distributed over 40,000 videos to 1000s of communities in 20+ countries.

- Supported hundreds of communities to take action to defend their territories and cultures including protecting over 120,000 hectares of their customary forests.
- Supported over 300 indigenous partner organisations to develop their movement building capacity.

<p>What we do</p> <ol style="list-style-type: none"> 1. Connect grassroots experiences across continents, sharing stories from the frontline of the social and environmental crises, and inspirational stories and strategies to build skills, hope and resilience. 2. Share and nurture approaches to long-term visioning and self-determined development. 3. Produce and share tools for empowerment to support local movements, organisers and facilitators in their awareness-raising and advocacy work with communities. 4. Support the emergence of the next generation of young leaders, with the calling, critical awareness, skills and love of their culture to defend and look after their rights, commons and cultures. 5. Create the conditions for leaders and communities to 	<p>So that:</p> <ul style="list-style-type: none"> • Communities are better informed and equipped to protect their rights, commons, and cultures, as well as to vision and determine their own futures. • Self-determined development is rooted in the knowledge systems and practices of the ancestors. • The leadership of elders is valued and celebrated. • The understanding of leadership expands to embrace participatory leadership, enabling leadership in all, and leadership by communities and movements. • Young leaders develop a calling, and have critical awareness and skills to help their communities determine a thriving future of creativity and abundance. • Empowered young leaders and visionary communities help to maintain the mosaic of cultural, biological, linguistic and spiritual diversity. • More communities and movements across the world are in solidarity with each other - drawing inspiration and encouragement from each other. • These visionary and resilient communities help to counter a narrative that humans are selfish and separate from nature, and to build a counter-narrative of collaborative societies, built on a story of abundance, generosity and creativity. • The governance of commons is more widely understood and propagated as a necessary third option to state ownership or private property.
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<p>take informed action, and in turn to become catalysts: supporting others to take action; accelerating positive change; growing movements.</p>	<ul style="list-style-type: none"> • There is increased support and understanding of the importance of collective and spiritual approaches to life, rather than only the individual and materialistic. • Traditional knowledge systems and practices are more widely known and emulated as tried and tested examples of governing the commons.
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Staffing and Organisation Structure

LifeMosaic has a staff team of 6 people. 3 based in our Edinburgh office, 2 in Indonesia and 1 in Colombia. We work with many specialists and guest facilitators and filmmakers from around the world. Our Board of Directors is made up of 6 elected trustees and we are setting up an Indigenous council of strategic advisors. LifeMosaic is a company limited by guarantee (SC300597), and is also a charity registered in Scotland (SC040573 - Scottish Charity). The registered office and principal office address is The Drill Hall, 36 Dalmeny Street, Edinburgh, EH6 8RG.

Current Funding

LifeMosaic’s annual expenditure is around £150-200k with funds coming from around 10 foundations and trusts.

Summary of Benefits, Terms & Conditions

Status of the post

This is a **temporary** contract for 15 hours per week for 1-year with likely extension to a permanent contract dependant on funding.

Salary

The salary range for the post that you have applied for is FTE £24-28,000. Individual progress up the incremental salary scale is dependent upon the organisation's ability to pay, and also related to an employee's personal performance following an annual performance review. Those who perform well consistently may be expected to move to the top of their band in increments over a period of time.

Working Hours

The standard working week for full-time staff is 35 hours. If you are applying for a part-time post, the hours of work are contained at the top of the job description for the post.

Travel and Subsistence

Staff will be reimbursed approved expenses whenever necessary and reasonable whilst on authorised business in accordance with the current rates for subsistence.

Pension

LifeMosaic operates a workplace pension scheme in line with UK government requirements which you will be enrolled into when you start your employment. Staff will be automatically enrolled to join a pension scheme provided by NEST Scheme. LifeMosaic contributes 3%, with a personal contribution 5% of earnings monthly.

Holiday Entitlement

LifeMosaic's holiday year runs from 1st December to 30th November and full time holiday entitlement is 30 days. Your entitlement will be calculated on pro-rata basis in each holiday year throughout which you are employed by the Employer, with bank holidays and public holidays included in the calculation of the employee's 30 days of paid annual leave. The times and dates of any holiday will be determined by mutual agreement between the employer and the employee.

Probationary period

The first 3 months of your employment with LifeMosaic will be a probationary period. During this period, your performance and conduct will be monitored. Absence, timekeeping and general attitude may also be taken into account. At the end of the probationary period your performance will be reviewed and if found satisfactory, your appointment will be confirmed by the Employer. A subsequent employment review will be held and a decision made. Your employment will then either be confirmed or terminated with the required notice.