

## Call for facilitators

[The Tavistock Institute for Human Relations](#) (TIHR) is seeking three facilitators to lead the piloting of a new serious online Role-playing game (RPG), [Social Seducement](#). Piloting will take place between November 2016 and May 2017. Successful applicants will be:

- Skilled facilitators, enthusiastic about the opportunity to contribute to the development of an innovative training tool which aims to empower people to develop social enterprise and employability skills;
- Experienced in supporting the development of social enterprise skills and/or at working with 'disadvantaged' groups.

At a time of change in the UK's position within the EU, this is a chance to be part of an ongoing European partnership, which is working together to develop and provide engaging, learning opportunities for people wanting to find or create their own employment. Facilitators will be able to use the RPG in their future work with people and join an EU-wide facilitators' network.

## The Role

You will be required to facilitate 12 people's participation in playing Social Seducement - a gamified approach to building a collective social enterprise, which culminates in the development of a business idea, and potentially a business plan. It is anticipated that you will engage two groups of 6 people in one run of the game each. However, depending on group needs, it may run as 3 groups of 4 people. You will:

- Help players get to know each other and start playing the game
- Support them when they get stuck with the game and point them to additional resources for learning as necessary
- Keep an overview of each group throughout the course of the game, agreeing with them times for online 'meetings' and a deadline for when the game will be completed by
- Agree with players one or more physical meetings as part of the process, if appropriate.

In preparation for the game to be launched for use across the EU, we are keen to learn how well the game and facilitator role works and how it could be improved. A structured monitoring and evaluation process will be implemented which you will be expected to contribute to, through encouraging players to complete evaluation forms, and feeding back on your experience through a survey and/or interview. Additionally we are looking for facilitators who are open to making available limited shadowing opportunities through the piloting, so that others can learn how to facilitate the game.

### **Support provided for your role:**

- A week's training will be held in Rome, 3-7 October 2016 (travel, accommodation and expenses paid).
- A Roles and Rules Gamebook.
- A Facilitator's Manual.
- Supervision of your role, with project management support to address any issues that may arise and to ensure learning is used to influence each phase of the piloting process.
- Links to additional online resources for players to access.
- IT Helpdesk for help with any technical problems that arise during the game.

### **Experience and skills required**

Please see the facilitator competence portfolio which gives more detail about skills and experience required. It is not expected that each facilitator will have all competencies listed. We are interested in working with people that bring different experiences. However, in brief, we expect that you will:

- Have at least three years experience of facilitating interactive, skills-based activities with groups of people
- Be either working for an organisation in a training role, or a self-employed facilitator
- Be comfortable in operating within an online environment, such as social media
- Be able to quickly learn how to use a basic RPG, so that you can support others to navigate the learning platform.
- Be an excellent self-organiser, able to manage your own time

We are particularly interested in hearing from people experienced in facilitating learning in the area of social enterprise and business development and/or experience of facilitating employability and life skills for long-term unemployed people. We are also open to people piloting the RPG with groups you may already have access to.

The most important competence needed for all facilitators is the ability to manage group dynamics and behaviour, with a respect for diversity and difference of opinion.

### **Contract overview and commitment:**

At this stage, it is unclear exactly how much time a facilitator will work on the piloting of the RPG and this may be different, depending on participants. An overall maximum fee of £1600 is payable, which equates to approximately eight days work. We will work with you to monitor time spent on the project. This will help us learn how much time is needed from facilitators, depending on the context. In addition:

- Travel, accommodation and subsistence costs will be paid for attendance at the training in Rome.
- You will get preferential access to a European-wide facilitators' network
- You will be able to use the game in your future facilitation work.

### **Contract agreement:**

Contracts will be agreed as a partnership contract or as a self-employed contract. Freelance facilitators will need to submit their UTR number to confirm their self-employed status on agreement of contract. Facilitators will also be required to:

- Commit to attend for the full training week in Rome
- Be present (online) to lead whole group activities, as agreed with players
- Be available to support with any issues that may arise outside of these times.

It is expected that facilitators will respond to any calls for help with an acknowledgement within 24 hours during the course of the game, and able to support with these issues within 36 hours of the call for help.

### **How to find out more and apply**

Application is by form and CV only, available on the Social Seducement website, together with the facilitator competence portfolio, storyboard poster and a draft game demo. Further information is also available on the [Social Seducement website](#). Please send your completed application to [recruitment@tavinstitute.org](mailto:recruitment@tavinstitute.org), with the headline 'Social Seducement Facilitator application', together with a CV, detailing your work and education history by 9am, 14 July 2016. If you would like an informal conversation about the project before applying, please email with your contact details and a member of the team will be in contact.