

*Come and work with us...*



→ Associate | Learning Programme

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*We are looking for an Associate to join our small but mighty team. If you're interested, read on to find out more.*



We are DemocracyNext, a global platform for democratic innovation.

We believe in a more just, joyful, and collaborative future, where everyone has meaningful power to shape their societies. We work to shift who has power and how we take decisions in government and in institutions of daily life like workplaces, schools, and museums.

We are an international knowledge hub on deliberative democracy. We create tools and resources to build the field and experiment with innovative governance approaches. We advise on the design and establishment of new democratic institutions, processes, and spaces, including Citizens' Assemblies.

We want more people to see the democratic potential of sortition (selecting decision makers by lottery), deliberation, and participation for strengthening trust, reducing polarisation, and improving decision making. We believe that these principles enable us to be with complexity, channel our collective wisdom, and find common ground.

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# Associate - Learning Programme

## 01 About us

At DemocracyNext, we don't just want to re-imagine governance – we want to transform it. We believe in a more just, joyful, and collaborative future, where everyone has meaningful power to shape their societies. We work to shift who has power and how we take decisions in government and in institutions of daily life including workplaces, schools, and museums.

Grounded in rigorous research and extensive practice in the field, we're both a knowledge hub and action lab on Citizens' Assemblies, deliberation, and sortition - the practice of selecting decision makers by lottery. We connect networks who share a goal of innovating democratic governance.

## 02 Why we need you

Having just celebrated our second birthday, we're looking to expand our team and bring on board the right person to help us deliver, develop and iterate our Citizens' Assemblies Learning Programme, in collaboration with a range of partners. The Learning Programme is based on our comprehensive Citizens' Assembly 'how to' guide, and breaks down the steps of setting up an assembly into a series of interactive modules, drawing on examples from around the world. We'll be testing the programme with a first international cohort of cities working with us to implement our [Six Ways to Democratise City Planning](#) over the coming months.

We are looking for an Associate to help us deliver, appraise, iterate and explore new avenues for our Learning Programme, which we want to develop for a variety of different contexts, in line with our vision. You will lead on codifying partnerships with academic institutions, and in developing our approach and a business case for taking forward the Programme.

## 03 Here's what you'll be doing

As our Learning Programme Associate, you will be working closely with the DemNext team to develop and codify partnerships with academic and other partners to iterate the content of the programme, and identify the best platform(s), audiences and potential cohorts for future iterations of the Learning Programme. The work will include:

- Further developing relationships with existing and potential partners, and exploring new relationships for co-programme delivery and cohort-building.
- Developing a business plan for the Learning Programme, including exploring options for funding models.
- Developing and implementing a simple evaluation framework of the programme.
- Drawing up MOUs and contracts as necessary.
- Writing content for our website and communications channels as required.
- Joining the first Cities Learning Programmes - supporting its delivery and appraising the content in order to iterate for future versions based on feedback.
- Creating a database of stakeholders, potential partners and cohorts.
- Considering how to remain engaged with current and past programme learners.

## 04 What does working for DemNext look like?

Behind the scenes, we are a 'small but mighty' team of four, based in four different countries (Germany, UK, France, US). Our extended team includes a growing number of internationally-based Associates and Fellows who join us on a wide range of projects. And we're supported by our Foundation Board and International Advisory Council. We are a Dutch Foundation, based in The Hague.

We all work remotely from home, and try to get together a couple of times a year for team retreats and to re-connect in person. There are sometimes opportunities for travel, depending on the nature of the work. We're an English-speaking team. If you join us and you're based in The Hague or nearby, there's the option of working from The Hague Humanity Hub.

Because we work remotely, it's really important that you're accustomed to this, and happy to be home-based and largely self-sufficient on a day-to-day basis. We connect online every week as a team in between meetings, and sometimes work together over zoom when we want company! Our main project management tools are Basecamp and Airtable.

## 05 What's essential for this role?

- A strong affinity for and interest in our work, and in the value of field-building programmes.
- Experience of designing and implementing comparable online programmes - with a clear sense of what works well and what doesn't.
- A good understanding of Citizens' Assemblies and / or deliberative processes and know what differentiates assemblies from other participation processes.
- Access to relevant networks and contacts to enable us to further develop the Learning Programme.
- Demonstrable experience of building strong and mutually beneficial partnerships.
- Excellent oral and written communication skills - fluency in English, both spoken and written, is essential.
- You'll enjoy collaborative working, but are happy to work on your own.
- You are good at managing your time, keeping in touch and communicating your work patterns.
- You're happy remote working.
- Being comfortable with complexity and able to adapt - our work is iterative, and we learn and adapt as we go.

## 06 It would be nice if...

- You are proficient in creating visual content, and are able to house branding and visual identity.
- You are familiar with managing databases and tracking complex project outcomes.

## 07 Contract type

We are looking for a freelance Associate to support this element of our work. As an independent contractor, you will be responsible for payment of your own taxes in your country of residence. We are open to working with someone based anywhere in Europe, with a preference for the UK, Germany or France. We work in English, so you'll need to speak / write fluent English.

Initially we anticipate this work requiring around 8 days per month for an initial period of 6-8 months. We can pay a fee of €500 per day for this work. We are looking for someone who can start as soon as possible, but we're also looking for the right person, so we are open to discussing how we can make this happen with you.

## 08 How to apply

Please send us your CV (maximum 3 pages) and a cover letter (no longer than 2 pages) detailing your interest in the Associate role and how your experience aligns with what we're looking for.

In your cover letter, please be sure to respond to the following questions:

- Tell us a bit about 'why this, why now, why you', being sure to highlight how your experience aligns with what we're looking for.
- Please give short answers to the following questions:
  1. What potential do you see for a Learning Programme like this?
  2. How would you approach this brief?
- Please tell us how many days you'd be able to bring to this work, what your proposed working pattern would be, and your available start date.

The deadline for receiving applications is midnight (GMT) on Sunday 6 October. We'll be looking to hold interviews on WB 23 October.

We are a small team, and regret that we are unable to give feedback to unsuccessful candidates.

**Please send your application to:**

[hello@demnext.org](mailto:hello@demnext.org) with the subject header **Associate**

## *Equal opportunities*

We are committed to being an equal opportunity employer. We seek amazing people from diverse backgrounds, experiences, abilities, and perspectives. We care for each other and strive to create an inclusive work environment where we all love to come to work every day.

We are happy to provide reasonable accommodations to help you apply – just email us at [hello@demnext.org](mailto:hello@demnext.org)