
Job announcement Collaboration Architect



September 2021

Rikolto is looking for a *Collaboration Architect*. Or is it a *Collaboration Artist*, or maybe a *Collaboration Acupuncturist*, that we want to welcome in our team?

In any case, we want you to help us build solid teams, that breathe collaboration, communication, creativity. And yes, why not do this in an original way, that makes people want to be part of and wholeheartedly support this change in the way we work. This will also require creativity from your side, adapted to style and culture of teams that operate from all over the world. The acupuncturist, you were asking? We are convinced that a growing team-mindset and equipping teams with the right tools will create change. It's up to you to find out which needles you need to place, and where, to make the (r)evolution happen.

Why does this function exist?

Rikolto is building its activities around 4 major themes that require collaboration of our staff at international level. Our teams, located in Latin-America, Europe, Africa and South-East Asia are working towards shared global goals. The Collaboration Architect looks for ways to enhance collaboration in those teams, to improve communication between them and to accompany them in their growth. The ultimate goal is to make our work better, in productivity and in quality of work life.

What are the questions we expect you to use as a basis for your contribution?

Teams are at the centre of our work.

- How to create a new team and get started?
- How to make teams a safe place where everyone can contribute using their full potential?
- How to create a stimulating environment where new ideas can emerge?
- How to experiment, be creative, fail and learn from it?
- How to make feedback a natural thing? How to see it as a present that you receive or give? How to see it as a step in our self-development or the one of our colleagues?
- How can our teams be performant? How can they keep the goal in sight and steadily advance?
- How to celebrate successes?
- How to use the talents we have and develop new ones?
- How to help teams to look at their progress and address things if necessary, as a team, in a self-regulating way?
- How to help our team leads to become coaches?

How would we like you to reach your goals ?

In Rikolto the following skills are crucial.

- **Team work:** We collaborate with other members of formal and informal groups and take ownership for the team result. We communicate in an open and connective way. We develop ourselves and others through team work.
In this job, this means working with our teams, team coaches and the P&O team worldwide.
- **Networking:** We recognize opportunities and actively build up relationships
It's all about building relationships in this job.
- **Entrepreneurship:** In a creative way, we take initiatives to improve our own work and the solutions we propose.
And taking the right initiative for the right team. Creative solutions... Need we repeat?
- **Customer focus:** For our internal and external customers: we make sure that customers get what or more than they expect. We deliver good quality, in a timely, flexible and well organized manner. Communication is key. Our goal is to have delighted customers.
This is about delivering. We know what is the goal. Doing everything that helps to reach it in the best possible way. Making things happen...
- **Self-leadership:** We are aware of our strengths and weaknesses and able to regulate ourselves
Knowing yourself seriously helps in this kind of work.

This assignment also requires **leadership:** We translate vision and values into daily practice and communicate about it in an inspiring way. We stimulate people to collaborate, take up responsibility and develop themselves.

This says it all.

Context

- Member of the global support team
- Reports to the CEO
- Collaborates closely with the CEO and P&O
- Job size: 100 %
- Contract: 1 year (we are open for consultants who want to take this up as a longer term project, but remember: this job is about doing things, not about telling us how to do them)
- Location: can be Leuven or elsewhere
- Occasional travelling may be required.

Our ideal candidate...

- Certainly has experience with implementing such a team architecture and operationalising it, so with models such as lean, team of teams, self-organising teams, agile, ...
- Must be highly motivating, incredibly empathetic and speak English in such a way that a non-English speaker can even understand. Understanding French and Spanish is an added value but no must.
- Must be a natural team player and connecting communicator.
- Any hint of abstraction (including use of terminology that may refer to it), however small, leads to non-selection.
- Young, or older, but very dynamic and enterprising.

Interested? Curious?



If you want to apply, please send your motivation letter with cv to Lieselotte.geyssens@rikolto.org.
Deadline for application: September 22nd, 2021

If you have questions, also tell Lieselotte and we will book a Teams call.

