

# Constructive Collaboration

Expanding the core team

**March 2018**

*Join a team that's developing  
pioneering technology  
to transform the way we  
collaborate at work.*

## Job description

### Collaborative Leads

**Core team member with a focus on the development  
of new collaborative processes for industry**

**Location :** London Bridge  
**Starting :** Immediate  
**Position :** Full - Time  
**Salary :** £40-55K

We are Constructive Collaboration, an expanding start-up based in London Bridge. Constructive Collaboration designs and delivers new solutions that enable teams to collaborate. At the heart of our approach is a series of facilitated workshops supported by unique, predictive software. We are improving the performance of individuals, teams and organisations engaged in complex projects and we are continuing to refine our model through on-going research and analysis of the generalised findings. We provide support to leading clients across a wide range of projects in the construction industry. Our Clients include Anglian Water/@one Alliance, GSK, Heathrow Airport and many others.

We are looking to expand our team. We are seeking two or three individuals with a range of specialist skills that together will enable us to meet the growing demand for our work. This is your opportunity to get involved at the formative stages of this exciting venture with a social mission: to improve the way we can work together.

## The Opportunity

If you want to be someone who is at the forefront of collaborative and relational working, in a small, dynamic, cutting edge start up, that already works with the most high-profile names in the construction and engineering sector, read on.

We are an enterprise that knows how to bring people, companies and projects together for the benefit of all involved and for the industry as a whole. From a standing start, Constructive Collaboration is now used by clients on 15 major UK construction projects. The process and software has almost 1000 professional users working in 100 groups with interest and usage continuing to grow steadily.

We are looking to bring two or three full time Collaboration Leads into our expanding team of cross-disciplinary experts. You will:

- Be instrumental in continuing the development of some of the most innovative tools and processes in collaboration, working with some of the best software developers in the country;
- Work with high-profile institutions and names in the construction and engineering industry on their most critical projects;
- Be part of a break-through in relational working, creating high value work for the society we live in.

We can offer you the opportunity to use your skills in a purpose led business. You will be learning at the same time as you facilitate others to do the same and you will be part of a social network: the community we are part of where we disseminate our learning.

## Your Day

As a Collaboration Lead your days will be fast and varied. You will support team sessions with our high-profile clients, enabling them to use the tools and improve their collaboration. On other days you might be working at our London Bridge HQ using this client facing experience to support our software development team to further enhance our tools and processes, you might be refining the facilitative process or you might be working on data and analytics.

We are looking to form a team with a range of specialist skills including: technology, behavioural psychology, facilitation and data analytics in order to grow our work and our process in real time. This means your work might involve re-designing one part of the process for continual improvement or using the data collated to enhance our learning on collaborative patterns of working. A start-up environment means that each day will be different, the only similarities being that you are likely to have problems to solve that you didn't have the day before. You will be happy with this lack of predictability, able to plan and organise your work within a flat team hierarchy, collaborating with and supporting your peers and contributing to the ongoing development of the business.

## About You

- You will be inspired by both the digital and the human side of our work: you will not only be working on the development of software, but also engaging with others to create the future developments of the application.
- You have strong people skills: you can connect to people from all backgrounds and put them at their ease, you will enjoy working alongside our high-profile clients and you thrive in a team; you will be modelling what we do externally and internally.
- You are a problem solver: you can work creatively, positively and dynamically to solve problems on a range of issues; you love a challenge and the feeling you are learning.
- You are a digital native: you won't be coding the software but you are at ease with technology, you understand programming and analytics and you have good data visualization skills.
- You are a strong communicator: you are self-aware with active listening skills, you are persuasive and can inspire others, you can prepare engaging and straight forward written reports and you are good on your feet: able to engage with our clients and the wider learning community.
- You are comfortable working with emerging and disruptive ideas and concepts: constructive collaboration is a new concept that you will be helping to build so you are able to move forward when you don't have all the answers.
- You are good at organising your work and juggling competing tasks and priorities.

In addition to these general skills we are looking for deep experience in one or more of the following areas:

**Technology:** we are constantly improving our tools in response to client feedback, workshop observation, data and our ongoing research. You will be working directly with the software programming team to develop the process so you have good project management skills, a good understanding of web-based programming and you are adept at creating visuals (e.g. wireframes) and visual assets to be used in the software. You have an understanding of digital data bases for example MLab, Azure etc. You will be managing the user interface and the user experience and therefore a background in UI and UX work – or user-centred design - is desirable.

**Workshop Design and Facilitation:** our work is about people and technology, culture and process so we are seeking someone whose passion lies in behavior change and psychology, a demon facilitator with the skills to train others to facilitate our work. Our intention is to enable our partners to continue on their collaborative journey through in-house facilitation and we want to support certain 'super users' or partners to train others. You will have the skills and experience to guide and develop this process.

**Data Analytics and Research:** in many ways this is the heart of our business: our model produces data that can help clients and the wider community learn; teams can predict where problems might arise, organisations can measure the impact of good team work on economic and environmental performance and we plan to contribute to wider research by designing new machine learning models. You will be able to produce 'Scans' and 'Horizon Scans' of relevant literature, emerging research and innovations. You will be familiar with the real-world research challenges of different qualitative and quantitative research methods and you will be familiar with data science and have experience or an interest in natural language processing and machine learning.

**Visual Communications:** you will have great graphic skills including Creative Suite and InDesign, and you will be able to harness the innovative design elements of the Constructive Collaboration offering. The written and visual communications and digital skills of our Collaboration Leads will be combined in our team to create an outstanding communications portfolio/suite including content for web site and brochures, reports, manuals and presentations.

We are working in construction now, but we fully expect to expand into other sectors, including areas such as medical sciences and the public sector, and so you will be someone who is excited about the social and public good aspect of our work.

We will hire at a number of levels, depending on experience, from senior to mid-level, with room to grow. Regardless of your starting level, a collaborative, non-hierarchical structure is a core part of our values, so title won't be something that is a critical motivator for you.

## About Us

Working in high performing teams leads to better outcomes and is truly satisfying however the experience is rare and the knowledge of how collaboration works is often minimal.

In 2015 our founder, Andrew Wright set out on a quest to demystify collaboration, and work out how we can make great teams the norm, not the exception. Drawing on best practice from around the globe and the commitment and energy of our network and community, we developed the Constructive Collaboration offer, through iterative research and practice.

The business is at an exciting point of development: providing commercial services to existing clients, with a growing list of future clients, a strong network of supporters and collaborators and a commitment to share public benefit outputs. To support this growth our expanded Core Team will be made up of people from a variety of backgrounds: including researchers, digital experts, analysts, linguists, writers, visual designers, social entrepreneurs, coaches and facilitators, working alongside our different stakeholders.

## Salary and Location

£40-55k depending on experience. We are a flexible working environment. Our main office is at London Bridge. The role will involve travelling to work with and support our clients.

## To Apply

If you would like to be considered for this exciting opportunity at the forefront of collaborative working, with an unparalleled research base, then please send us a one-page letter outlining:

- Why you would want the role
- An example of a development or solution you have developed in the face of a client problem
- Why you think you have what it takes to succeed in our Core Team.

You should also include a CV that outlines clearly any skills, product development and project experience you have that you will be bringing to the role.

Constructive Collaboration values diversity, promotes equality and challenges discrimination. We encourage and welcome applications from people of all backgrounds - particularly those from disabled and Black, Asian and Minority Ethnic people. Appointment will be on merit alone. As part of your application please ensure that you complete our Equal Opportunities Monitoring form. This will help us to evaluate our procedures and ensure that we are complying with our equal opportunities policy.

If you wish to discuss the role first, please email us to set up a call with one of our team.

When you are ready to apply, please email us with:

- Your one-page cover letter
- Your CV
- Your Equal Opportunities Monitoring form

Our telephone number is 02038057804. Emails should be sent to [hello@constructivecollaboration.com](mailto:hello@constructivecollaboration.com)