

## Introduction

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Each day brings new evidence of the global environmental and climate emergency, and the accompanying destruction of cultural and biological diversity. Humanity is in crisis: causing climate change, mass species extinction, ecosystem destruction, culture and language loss. Indigenous peoples are among those worst impacted by the crisis, with their territories and environments facing multiple threats.

At the same time, indigenous peoples maintain an estimated 85% of terrestrial biological and cultural diversity on their lands. They are the guardians of most of the world's knowledge systems and practices that offer pathways out of the crisis to a resilient, abundant future.

Stories of hope and resilience abound. Indigenous peoples are defending vast areas of the planet, protecting their forests, revitalising and deepening their attachment to place, and maintaining their languages and spiritualities in the face of adversity. Many communities are putting into practice old and new ways to protect their territories, revitalise commons, rewild nature, and reconnect communities. Humans are on the brink of disaster, and *“the future of humanity depends upon the maintenance of the mosaic of biological, cultural, linguistic and spiritual diversity.”*<sup>1</sup>

## Who We Are & What We Do

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LifeMosaic supports indigenous communities and movements to strengthen their capacity to protect their rights, cultures and lands, and to determine their own futures. To achieve this, we train and equip movements and movement-builders with tools and skills to support their work.

We are one of the few organisations that connect and share grassroots experiences across continents, both from the frontline of the social and environmental crises, as well as inspirational stories and strategies to build hope and resilience. We promote, share and pilot approaches for communities to vision, plan and determine their futures. We produce and disseminate videos, manuals and other tools to support awareness-raising and advocacy work in communities. We support a new generation of youth leaders through unique trainings to awaken their calling, and provide them with skills to help facilitate participatory processes grounded in their own cultures.

LifeMosaic is small, but our approach leads to significant impacts. We are unique in that we operate at the grassroots, but are able to share grassroots ideas and innovations on a largescale.

Our work is led by indigenous mandates, and developed with key indigenous organisations and movements to ensure that it is relevant, needed and adds value. Our work supports thousands of

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<sup>1</sup> Darrell Posey, in *The Culture and Spiritual Values of Biodiversity*.

communities to critically analyse their situation, exercise their right to decide about developments on their lands, and take the lead in deciding their own futures. It creates the conditions for leaders and communities to take action, and to become catalysts for others to take action. Our work supports movements to become self-organising. We put culture at the heart of the organising process, which resonates deeply with indigenous peoples.

LifeMosaic operates in Latin America, South East Asia and Africa and we are increasingly sharing our approaches in Scotland, where we are based. Since 2006, we have produced 50 videos and other resources for critical education, trained 1000+ community organisers and over 400 indigenous youth in approaches for community movement-building. We have supported the emergence of several self-organising youth movements, recently facilitating an Indonesian indigenous education movement, where youth have so far set up 50 schools rooted in traditional knowledge systems and practices, and helping communities address the challenges of today.

We have distributed over 40,000 videos to thousands of communities in 20+ countries, supported 300+ indigenous partner organisations to develop their movement-building capacity and supported hundreds of communities to take action to defend their territories and cultures. This has led to communities protecting over 130,000 hectares of their tropical rainforests contributing to avoiding an estimated 7.5 million tonnes of CO2e emissions (the annual emissions of 1.1 million UK citizens).

## 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.

## STAFFING AND ORGANISATIONAL STRUCTURE

LifeMosaic has a staff team of 7 people. 3 based in our Edinburgh office, 2 in Indonesia and 2 in Latin America. We work with many specialists, 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.

## AIMS

<p><b>What we do</b></p> <ol style="list-style-type: none"><li>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.</li><li>2. Share and nurture approaches to long-term visioning and self-determined development.</li><li>3. Produce and share tools for empowerment to support local movements, organisers and facilitators in their awareness-raising and advocacy work with communities.</li><li>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.</li><li>5. Create the conditions for leaders and communities to take informed action, and in turn to become catalysts: supporting others to take action; accelerating positive change; growing movements.</li></ol>	<p><b>So that:</b></p> <ul style="list-style-type: none"><li>• Communities are better informed and equipped to protect their rights, commons, and cultures, as well as to vision and determine their own futures.</li><li>• Self-determined development is rooted in the knowledge systems and practices of the ancestors.</li><li>• The leadership of elders is valued and celebrated.</li><li>• The understanding of leadership expands to embrace participatory leadership, enabling leadership in all, and leadership by communities and movements.</li><li>• Young leaders develop a calling, and have critical awareness and skills to help their communities determine a thriving future of creativity and abundance.</li><li>• Empowered young leaders and visionary communities help to maintain the mosaic of cultural, biological, linguistic and spiritual diversity.</li><li>• More communities and movements across the world are in solidarity with each other - drawing inspiration and encouragement from each other.</li><li>• 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.</li><li>• The governance of commons is more widely understood and propagated as a necessary third option to state ownership or private property.</li><li>• There is increased support and understanding of the importance of collective and spiritual approaches to life, rather than only the individual and materialistic.</li><li>• Traditional knowledge systems and practices are more widely known and emulated as tried and tested examples of governing the commons.</li></ul>
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LifeMosaic's annual expenditure is around £150-200k with funds coming from around 10 foundations and trusts.

# Summary of Benefits, Terms & Conditions

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## **Status of the post**

This is a contract for 30 hours per week for 1-year with likely extension to a permanent contract dependent on funding.

## **Salary**

The salary range for the post that you have applied for is FTE £26-29,000. 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.

## **Working Hours**

The standard working week for full-time staff is 37.5 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 1<sup>st</sup> December to 30<sup>th</sup> 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.