

Join The Future Works as an Associate Consultant

Hello, so glad you've found us.

- Are you passionate about reshaping how organisations work and thrive?
- Do you want to help create human-centred, progressive workplaces?
- Would you like to be part of a movement that is bigger than yourself and learn from others?

If your answer is "yes", we want to hear from you.

At The Future Works, we're not just imagining the future of work – we're building it. We build high-performing organisations driven by empowered people, partnering with visionary leaders to create cultures that thrive on innovation, agility, collaboration and purpose. To achieve this, we need like-minded individuals who share our vision and want to be part of something big.

About you

We're seeking **culture consultants** with experience in one or more of the following:

- Organisational development
- Culture change
- People experience
- Human-centred design
- Design thinking
- Self-management
- Teal organisations
- Transformational leadership
- Co-production
- Deliberative democracy
- Agile methodology
- Systems thinking
- Kaizen
- Plus other approaches!

We're particularly interested in candidates who have worked in the private sector – from start-ups to large corporations – as well as those with senior leadership experience in HR / People roles. We're also looking for **qualified coaches** who can contribute to leadership development initiatives.

What is The Future Works?

We help organisations break away from outdated, bureaucratic cultures and embrace new ways of working which enhance agility, collaboration and joy. Whether it is understanding an organisation's culture, delivering collaborative workshops to re-design culture, or delivering initiatives to implement an evolved culture, we are driven by one goal: to shape cultures where people thrive and organisations succeed.

We move organisational cultures from 'accidental to deliberate', 'fluffy to strategic', and 'resistant to transformative'.

What we are... and what we're not

- **What we are:** An emerging, purpose-driven consultancy dedicated to transforming organisational cultures, committed to delivering real solutions. This is an exciting, foundational time for us, and you'll have the chance to shape our direction.
- **What we're not:** Though we've begun several client projects since incorporating in June 2024, we're still in 'growth' phase – building relationships, creating opportunities and refining our approach. So if you're looking to dive into a packed schedule, we might not be the right fit for you just yet. But if you want to help grow something from the ground up and get onboard early, this is a rare opportunity.

Why join us?

This is an exciting stage to join The Future Works, founded by [Lydia Paris](#) – a recognised consultant in culture and organisational change, as well as an experienced leader in boutique management consultancy environments. We have big ambitions and clear vision. You can be part of this journey as one of our founding associates. Here's what's in it for you:

- **Access to larger, impactful projects:** You'll have greater opportunity to take on work that challenges the status quo and drives real change.
- **Expand your capabilities:** Collaborate with other consultants on projects that would be too big or multidisciplinary to deliver alone.
- **Founding role:** As a founding associate, you will have the opportunity to help shape the direction of our consultancy through contributing to approaches, strategy and content.
- **Be part of a team of visionaries:** Join a network of experts where we learn from each other, grow together and collaborate on interesting work.
- **Meaningful impact:** Work on projects that transform organisations and create lasting change. From culture co-design workshops to leadership development programmes, you'll have the opportunity to apply your expertise across diverse settings.
- **Practical resources:** Gain access to tools, templates and systems that streamline your work and help you deliver results efficiently.

What we ask of you

- **Bring your expertise:** Contribute your knowledge and experience to our projects.
- **Leverage your network:** Help us grow by connecting us with your professional circles.
- **Engage actively:** There are a range of ways to be part of the team. We're not only looking for consultants to work on client projects – we welcome blog-writers, thought-leaders, event speakers and advisors. Participate in our events, roundtables and content creation to showcase our collective expertise.
- **Represent The Future Works:** Be a champion of our work, spreading innovative ideas and solutions that align with our vision.

How to apply

Is this feeling intriguing? Please send us your application using the guidance below. If you have any questions, please message us at hello@thefuture-works.org.

We like to keep things human. Instead of a traditional CV, we'd love to receive a voice note, short video or max. 500-word letter explaining:

- What excites you about working with us
- Your relevant experience
- Why you think you're a great fit
- How you would contribute and add value to our mission

Please send this to hello@thefuture-works.org by **5pm on Friday 8th November 2024**.

Please note: this is a position for self-employed / freelance consultants only.