On—Purpose

Associate
Associate Brochure

Programme
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Our Purpose
We believe in putting purpose before profit. We’re a community that helps you find your work in the world: work that matters and work you care about.

Our values
We believe there is a better way of doing business that can help solve many of society’s most endemic problems.
We find and work with professionals and grow and develop social enterprise leaders who harness the power of business for good.

Our programmes
The Associate Programme enables you to learn on the job, doing real work in purpose-driven organisations and benefit from an intensive learning programme.
The CEO Programme develops your leadership skills, supports you in working through a critical and live organisational issue and connects you with a community of peers.

Our community
We’re a growing international community that is making a difference in the world.
It consists of CEOs, Associates, Fellows and the core-teams across our three programme cities London, Paris and Berlin. Placement hosts, mentors, coaches and trainers form equally part of our community and our network expands even beyond that.
The Associate Programme is a full-time, year-long programme. During this time you:

• Complete two six month placements in purpose-driven organisations, working with them for 4.5 days per week
• Take part in half a day of training every Friday afternoon
• Benefit from mentoring sessions every fortnight and coaching sessions every quarter
• Enjoy the invaluable support of the On Purpose community, both in London and abroad

The programme is based in London. For your year of training and development, you’ll be paid a £22,500 salary. You also get a normal UK holiday allowance. When you complete the programme, you’ll remain part of our diverse, connected and collaborative community.

Please note that on average our Associates have 7 years of work experience and to apply, you’ll need at least two years of full-time, paid work experience. You’ll also need to be eligible to work in the UK for the duration of the programme.
01  Placements
Placements are a central part of the programme. You will work in two different placement over the year, where you tackle a variety of challenges.

02  Training
Training introduces you to new ways of thinking and gives you the knowledge you need to achieve your potential.

03  Mentoring and Coaching
Mentors and coaches support you throughout the year and help you in your placements and longer-term development goals.
Our placements

Placement organisations
In your placements, you meet like-minded people and grapple with a variety of challenges. Then you do it over again at a different organisation.

The organisations we work with are social enterprises, social divisions of profit seeking companies and charities.

Previous placements have included:
• Working with Clarity, one of the UK’s oldest social enterprises, to launch The Soap Co. - a new consumer brand that creates employment for blind people
• Developing ‘nudges’ with Behavioural Insights Team at King’s College London, to make the university work better for all students

Placement allocation
We arrange a speed-dating style event to match you with your placements - giving you a chance to meet key staff from the placement organisations, and giving them a chance to meet you.

Following the event, we consider your preferred placements (and the placement’s preferred Associates) and aim to allocate the best Associate-Placement matches we can.

The matching process ensures that the interests and backgrounds of all of our Associates are taken into account.
Social Enterprises:

For-profits, charities and public sector:
“The On Purpose year was crucial to helping me understand how I could transfer my skills and apply them to something truly fulfilling.”

Harriet, 2010 Fellow

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“From mentors, coaches, our cohort, to the On Purpose team and broader network - the people element is invaluable.”

Clemence, April 2014 Fellow

Mentoring
You meet your mentor every fortnight, therefore they are your most frequent touchpoint for support. They provide guidance and challenge you with your work, often whilst also getting to know you well on a personal level. They’ll help you add value to your placement and be a great sounding board and thought partner (e.g. by reviewing a board presentation or helping you navigate organisational politics)

Coaching
Coaches meet with you once every quarter. They’re experienced professionals who have done significant amounts of coaching at senior and executive levels in organisations, and have often had careers in business themselves.

They offer an opportunity to step back and reflect on what you’re learning from the programme and where your future career might take you. The coaches are independent of On Purpose and their objective is to support your leadership development; they’ll challenge you to find your own solutions based on your own strengths and values.
Programme
the
After
“90% of our Associates continue working in social enterprise organisations.”

Tom Rippin, CEO On Purpose

The On Purpose experience doesn’t end after a year. Those who complete the Associate Programme remain a central part of our community and continue enjoying its benefits.

We share developmental opportunities with each other, have socials together and involve Fellows in the selection and training of new Associates. Our online collaboration platform ensures you never miss out on events and meet-ups of interest to you.

We’ll also support you with your job search after the programme. Job openings are shared amongst the community and Associates frequently find jobs with present or past placement organisations. While we can’t guarantee you a job, we’ll always help you with your search where we can.

Plus, a year on the Associate Programme provides ample preparation for a purpose-oriented career: successful Associates have a significantly higher sense of purpose than they do before the programme and feel more able to clearly articulate their long term professional goals. Over 90% of Associates feel they have a good awareness of professional opportunities in the social enterprise space - compared to 26% before the programme.
Our Associates have on average 7 years of work experience and to apply you must have at least two years of full-time, paid work experience. We’ll happily consider you whether you have five years experience or fifteen: above all, we look for people with an inspiring track record of achievement, be it personal, professional or academic.

Throughout the assessment process, you’ll be asked to demonstrate:

- **Motivation and persistence:** the ability to turn ideas into reality and seize opportunities. To challenge yourself to set goals and to know when to compromise or to involve others

- **Interpersonal skills:** convincing, bringing in and inspiring others, whilst also dealing with conflict effectively and sensitively

- **Attitudes and mindsets:** retaining high expectations, an open mind and an eagerness for new experiences; being pragmatic, self-sufficient and comfortable with changing situations. Ability to articulate your commitment to work in the social enterprise space

- **Problem solving:** structuring and breaking down complex problems into solvable elements, whilst not losing sight of the big picture; being comfortable with quantitative analysis and mental arithmetic
Application process

1 Online applications
Submit an application online as soon as possible. This includes a copy of your CV, a cover letter and a URL to a short video that introduces you. During this period, we’ll also be holding information evenings where you get a chance to meet some of our community and ask questions about the programme.

2 Learn more about the programme
Prior to your interviews, you’ll be offered the opportunity to:
- Join a conference call detailing what to expect during interviews and how to prepare for them
- Attend a sample On Purpose training session
- Review an example of a project that you could be working on in a placement and different ways you might approach challenges in that project

3 Interviews
You attend one in-person interview with two parts: one that focuses on your personal experiences and a social enterprise based case interview, which will test problem solving skills. You’ll be interviewed by the core team, current Associates and Fellows.

September - November
November/December
November/December

March - May
June
June
4 Offers
After the interviews, we aim to make offers as quickly as we can, but we need to ensure that we have matched the number of Associates with the number of placement organisations. It usually takes four to six weeks to finalise the number of placements and of Associates. We can only make offers to candidates whom we have met in person.

5 Placement allocation
Our matching process weights equally the preferences of placements and Associates:
- First round matching: Associates review short placement overviews and indicate their preferences
- Second round matching: Associates have 20 minute in person interviews with eight placement hosts
- Final round matching: is completed by On Purpose; 75% of our Associates are matched with two of their top four placements

6 First placement begins
Associates are introduced to their coaches and mentors and attend a three day induction training together with their cohort, before starting the programme in their first placement.

cohort
December/January —— September —— April

cohort
July/August —— March —— October
Case

Studies
“I came across the concept of a ‘social business’ and was excited by the prospect of a middle ground between charity and business and its potential to create lasting change”

Parita Doshi, October 2012 Fellow

Parita before

Despite my interest in social business, the corporate sector pulled me in for a few years after graduating and I worked at Oliver Wyman, a strategy consultancy.

I wanted to change my job, but wasn’t clear on what the opportunities were, what area I wanted to work, how to look for jobs and I had no contacts.

On Purpose sounded like an incredible opportunity to gain all of this and find a community of people who could support you.

On Purpose

I worked at Shatesbury Partnership, a social business intermediary and incubator. I had a key role in managing the operations for Franchising Works Licence fund, which provides financial support to unemployed people looking to become self-employed via a franchise business.

My other placement was at a young consultancy, A Very Good Company. I worked on a variety of projects ranging from corporate employee engagement to youth entrepreneurship.

Parita after

After completing On Purpose, I joined Oomph! Wellness, a social enterprise that aims to improve the quality of life of older adults through fun, interactive exercise classes.

As Head of Impact, I am driving our work on tracking and measuring the benefits of our classes and continuing to increase the evidence base for our impact via research studies.
“Having a group of like-minded people to share my doubts, hopes and thoughts with made it much more doable for me.”

David Puttergrill, October 2014 Fellow

David before
I started out as an accountant at PwC, then tried out corporate finance for a bit. I soon realized that I didn’t care enough about what I was doing.

A friend forwarded me a job ad about a social investment role and I was instantly curious. The company worked with such interesting social enterprises and charities. And they stood for something.

The contrast between how interested I was in that and how I felt about the role I was in made it obvious to me that I needed to make the leap.

On Purpose
I worked with a start-up student loans company, StudentFunder, and with the UK’s leading venture-philanthropy organisation, Impetus PEF. The On Purpose year also had a great package of training on social enterprise and a mini-MBA style training programme.

However, the most important element was being with a group of seventeen other people on the programme going through the same transition at the same time. Having a group of like-minded people to share my doubts, hopes and thoughts with made it much more doable for me.

David after
I’m now Head of Operations at Fair Finance, a social business tackling financial exclusion, based in East London.
Find out more

Useful links
If you’d like to know more about us or the Associate Programme, we’ve created a number of useful resources online:

• Our information evenings explain more about the programme, offer a chance to meet some of our core team and Associates in person and give you the opportunity to ask questions

• We have videos from our information evenings where you’ll find useful insights about the programme

• Our website has more information about the Associate Programme we run in those cities

Contact us
If you have any questions about the programme, please do get in touch with us at recruitment@onpurpose.uk.com. Beyond that, best of luck with your application.

We look forward to getting to know you!
Join Us