

# Would you like to be a part of Helen Sanderson Associates USA?

## Could this be you?

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### What people appreciate about you:

- Passionate about social change
- A confident, creative & inspiring presenter & facilitator
- An excellent networker, well connected within your area of expertise - which might be supporting people with disabilities, older people, young people in schools, people in healthcare settings, or you may have a passion for organizational change and teambuilding
- Driven to learn & improve your own practice
- Self motivated and well organized
- A generous and receptive team member
- Confident and enthusiastic about social media and technology
- Innovative

### What is important to you:

- Leading social change
- Variety and challenge in your work
- Telling stories about changes you have been involved in through blogging, presentations and social media
- An autonomous approach to your work
- Designing new and innovative ways to support personalization in community organizations
- An open and transparent approach to work with your colleagues and customers

## How we will support you

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- Training and support in developing your knowledge and skills in person-centered practices
- Matching you with a buddy for problem solving and brainstorming
- You will have flexibility in your work arrangements – you may work from home one week, and travel throughout the US another. You may include travel time and expenses in your contracts.
- You will join our evolving self-managing team where co-producing our vision and priorities, collective decision-making, support and accountability to one another are paramount.
- You will be connected to the international H S A team via the online chat app Slack, and we will have monthly USA meetings via Zoom video-conferencing as well as face-to-face meetings once or twice per year. We also partner closely with H S A Canada to ensure a vibrant and collaborative North American team.
- This is an independent contractor role, you will need to be set up with your own business identity and manage your own taxes and insurance.

*At Helen Sanderson Associates we believe in a future where everyone is valued and appreciated as an individual. A world where we all get the support we need to thrive, in our communities, our workplaces and our personal lives. We're an experienced international team, working collaboratively to embed person-centered practices in the heart of teams and organizations.*

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If this sounds like you and you'd like to know more, please email Mary Beth:  
[marybeth@helensandersonassociates.com](mailto:marybeth@helensandersonassociates.com)  
Applications close May 25, 2018.

helen sanderson  
associates  
USA 

## Would you like to be part of Helen Sanderson Associates USA?

We want to expand our team of Associates in the United States with people who can lead our work in aging care, education, healthcare, mental health, foster care, and add to our contribution in disability services.

**Who we are:** We are an international team working for social change, dedicated to transforming organizations, communities and individuals' lives through person-centered practices. We reinvest a portion of our profit in developing new resources, team development, and innovative practices, so that we can do more of the work we believe in. We are looking for people who are great at working in partnership with customers, deliver an excellent service that leads to change (through courses, resource & development work, facilitation and consultancy) and who are a good fit with the culture and values of our remote team.

**Looking for a job description?** There isn't one. We think that finding the right people is crucial and we will then design the role with you if you are successful. This will be based around engaging and delivering support to customers, as an independent consultant. Associates work with us in a range of ways - full time; part-time while employed with another organization; or working with us while also working in your own consultancy. We are self-managed and collaborative in our approach to working together.

**Desirable experiences:** If you are interested in leading our work in education you are likely to be a teacher, educational psychologist, or school social worker with experience working in mainstream and/or special education classrooms. If you are interested in our healthcare or aging care roles you are likely to be a nurse, health promotion professional or allied health worker with experience in hospitals or public health programs. In relation to mental health you will have been in a leadership role in a behavioral wellness organization. For foster care or disability roles, you will have experience in direct support, service coordination, and/or organizational change, and direct experience across a range of roles and service types will be an advantage. Or perhaps you are an advocate for yourself or a family member with a passion for person centered planning and practices. We want people with integrity, credibility and experience, who can work brilliantly with groups, and with customers. We deliver change through person-centered practices and can teach you this. We are recruiting for values and focusing on relationships.

### Still interested?

The **first step** is to email Mary Beth Lepkowsky, Managing Partner of Helen Sanderson Associates USA, LLC (marybeth@helensandersonassociates.com) with your one-page profile/description, resume and one page (yes, only one page) on why you want to work with us. Please do this by the **May 25**. Then, if you successfully advance in the process, you will have a chance to interview us first.

**Step Two:** You will have an informal phone call with Mary Beth, to help you decide whether you are a good fit for our culture and values and learn more about what it is really like to work with us (we will both be frank and honest!). You can have a look at our one-page profiles on the website to get a sense of us before we speak. You can find them at helensandersonassociates.com. These 30-minute phone calls will take place on Saturday, **June 2**.

**Step Three:** Successful candidates will then be invited to brush up/learn about the heart of how we deliver change - through person-centered practices and we have e-learning for you, which you will need to complete prior to a group interview. The date of the group interview is Saturday, **June 16**, from 9am to 12pm PDT, and this will be held using Zoom. You will meet with Mary Beth and other candidates to see if H S A USA is a good match for you, and check that you can deliver what we need.

**Step Four:** After the group interview, we want to see successful applicants in action with a group (we can be flexible about how/where this is delivered and shared).

**Final Step:** Those selected to join our team will then have a final conversation with Mary Beth to design your role with us in more detail, and then finish up with reference checks. We would love you to start with us by mid to late July.

Come and wow us and be part of making a contribution to person-centered change in people's lives, organizations and communities (and have fun and feel supported too!).

I look forward to hearing from you.



Mary Beth Lepkowsky  
Managing Partner, Helen Sanderson Associates USA, LLC  
marybeth@helensandersonassociates.com