



# WHY WE GET UP IN THE MORNING.

SIA as a meaningful and satisfying place to work.

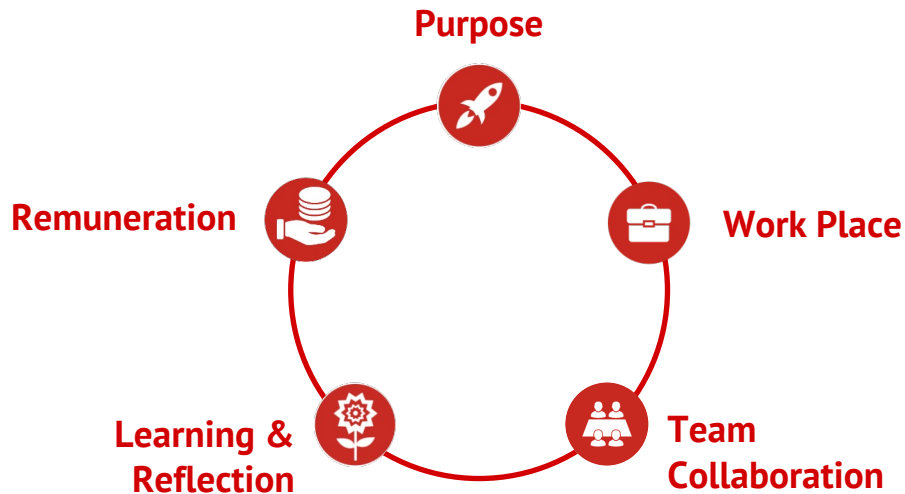
# Key Factors

## What does it need to enjoy our job?

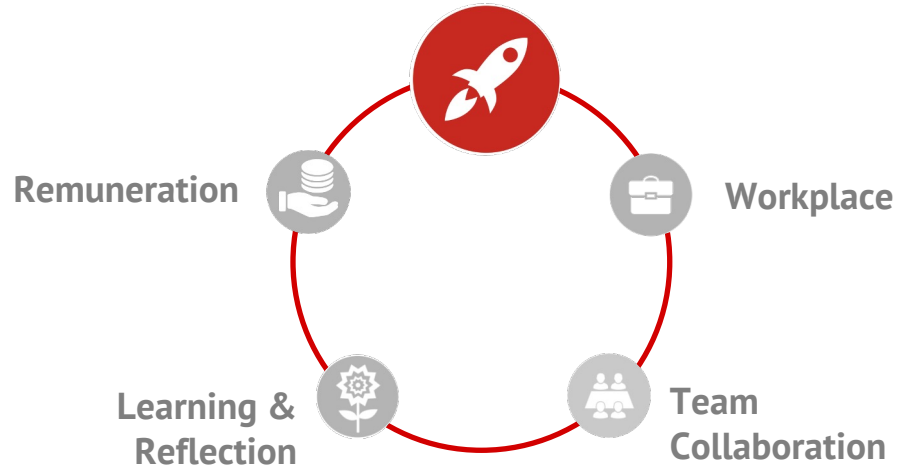
We at SIA want to enjoy our work. But what does it need for that? What ingredients are necessary and helpful to make us feel good about our jobs?

We have asked ourselves these questions and still do so every day. We have mixed our personal experiences with studies and research on the topic. Based on both, we have identified **five key factors** for a meaningful, healthy and satisfying job. Their importance might vary from person to person and throughout time. As a principle, we at SIA value them all equally.

**It is our ambition to address all five factors at SIA.**

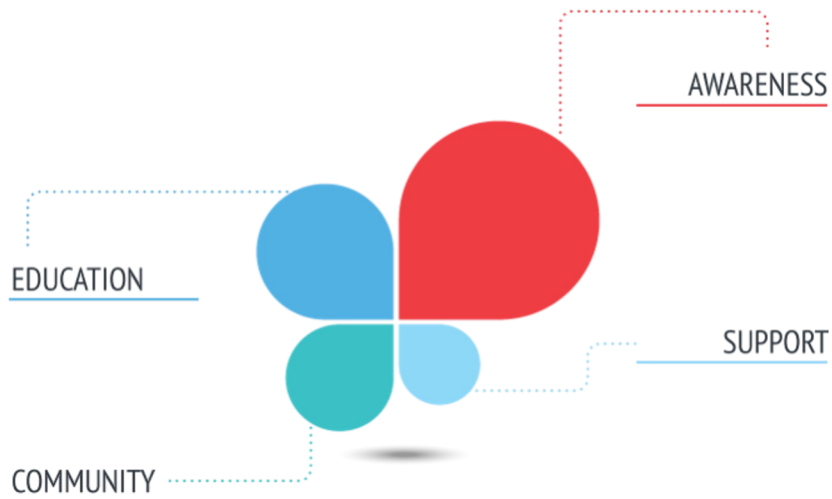


# Purpose



# Purpose

Why it all matters.



**We all want to get up in the morning with the feeling of doing the right things at the right place and time. This might not work every day. But we believe, it should work for the vast majority of days.**

SIA is all about empowering youth to make a difference. We empower young people to become impactful social entrepreneurs and civil leaders. And we do it at scale. If this doesn't excite you, then maybe you're in the wrong place. But if it does, then join us. Bring in all your talent and passion and help us change the world.



# Purpose

Three venture examples.



Find videos of all our 200+ winning ventures since 2009 on our website: [www.socialimpactaward.net/book-of-inspiration](http://www.socialimpactaward.net/book-of-inspiration).



# Purpose

**Internally, we think about purpose on 3 levels.**

## Organizational Purpose

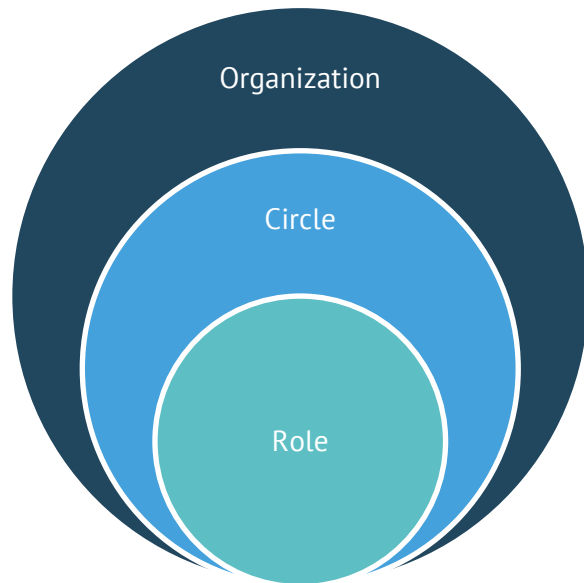
“Empowering youth to make a difference” is our consistent mission, our “North star” for more than 10 years. From this mission, our 3-years strategy derives. It serves as our compass and informs us about our medium-term ambitions and goals.

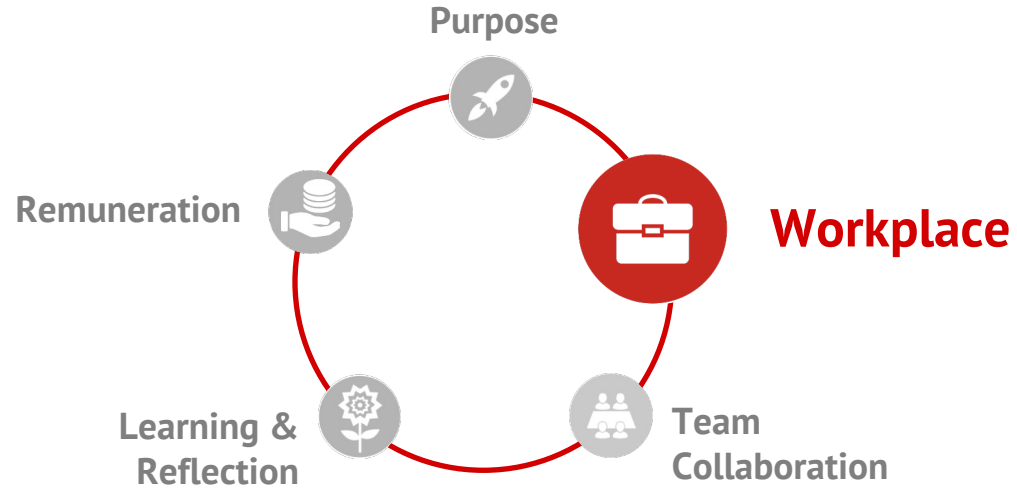
## Circle Purpose

We structure our team in circles. A circle consists of several team members that collaboratively work towards a specific purpose that is critical for our overall ambition. You can be part of different circles at the same time and the purpose of the circle can be redefined regularly.

## Role Purpose

Every role you hold contributes to the overall purpose of the respective circle and hence to our organizational purpose overall. You can propose changes to the defined purpose of your role on an ongoing basis.







# Workplace

**Become a part of the global Impact Hub community.**



**SIA's office is located at Impact Hub Vienna, one of the largest and most relevant coworking spaces for social entrepreneurship in Central Europe. Every SIA employee gets a free membership at the Impact Hub Vienna.**

Connect with 600+ members in Vienna and 16,000+ members in more than 100+ Impact Hubs around the globe. Join Impact Hub's events, relax in the coffee area, feel free to cook your lunch in the community kitchen or simply have a chat with one of the amazing social innovators from the Impact Hub community.

**The Impact Hub Vienna is located at the heart of the 7th district (Lindengasse 56, 1070 Vienna).**





# Workplace

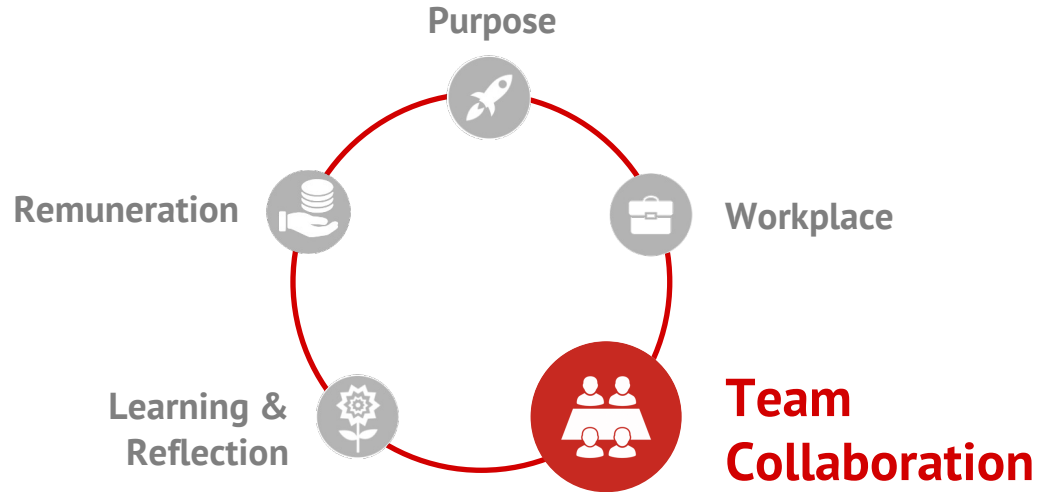
## Embracing flexible work

**We at SIA love our offices as a place to collaborate, share ideas or simply to chitchat with each other.**

At the same time, we also embrace remote work. Each team member is free to work from home (or your favorite coffeehouse), whenever it feels like the right thing to do.

Also, our team is as international as our community. While the majority of SIA's team members operates from Vienna, we also have team members working from other parts of the world. We are experienced in running virtual and hybrid meetings and believe in the power of flexible work.





# Team Collaboration

Holacracy as our „operating system“.



Click for  
video



**We have the ambition to be a strong, yet lean backbone to the international SIA community. Embracing the dynamic realities and our shifting responsibilities towards this community, we aim to collaborate in an agile, human-centered and effective manner.**

In order to do so, we use “Holacracy” as our operating system. Watch the intro video on the left to get a first impression.



# Team Collaboration

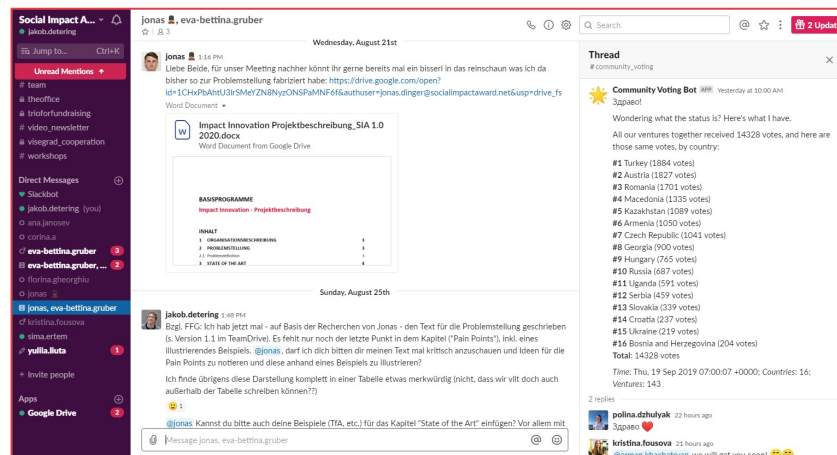
**Clear, adaptive structures and effective collaboration tools.**

**Holacracy helps us in various ways to work together as a team. For instance, we hold regular team meetings in a holacratic way:**

- (Bi)weekly tactical meetings (for operational topics)
- (Bi)monthly governance meetings (to update our roles and responsibilities)

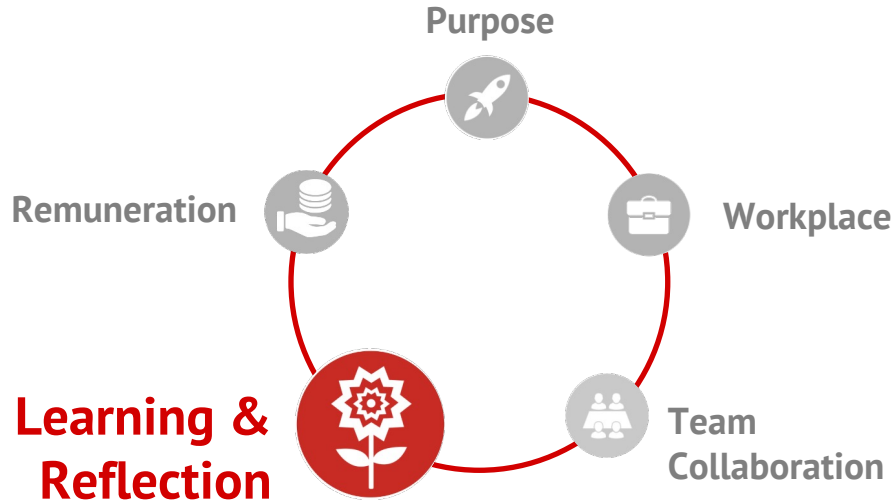
**Beyond Holacracy, we use different technologies to enhance our team collaboration, such as:**

- Slack for internal communication
- GSuite for file sharing
- SIA Playbook (web-based knowledge base)
- Airtable for project management



*Slack screenshot*





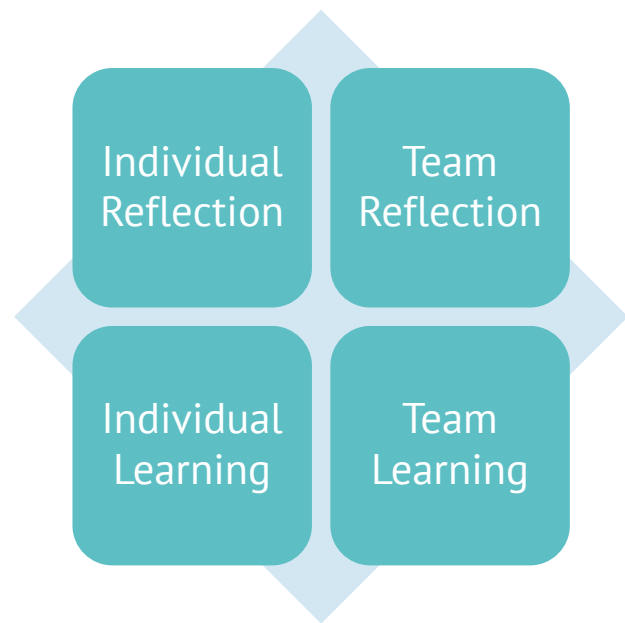
# Learning & Reflection

## Zooming out of our day-to-day activities.

**Professional and personal development of each individual team member and of the team as a whole is a key success driver of SIA. This is why we dedicate time and resources to learn and reflect – both individually and as a collective.**

**Learning** new competencies is a key component of the job satisfaction of each team member. Besides the ongoing learning through daily work, we also offer specific learning opportunities.

Beyond the learning, **reflection** is important to zoom out of daily operations to reflect on our work and development from time to time.





# Learning & Reflection

**Learning opportunities for each SIA team member.**



## **Individual Trainings**

Each individual team member can freely decide on 1-2 external trainings he/she would like to take. SIA budgets annually 500 EUR per team member in order to pay for the training and all related expenses.



## **Team Trainings**

Once a year, SIA organizes a training for the entire team. This training shall focus on a (set of) competencies that are highly relevant for the team collaboration (e.g. Holocracy training).



## **Skill Sharing Sessions**

Each team member is invited to offer skill sharing sessions at any time during the year. A skill sharing session aims at allowing interested team members to learn a specific skill from another team member.



# Learning & Reflection

**Dedicated spaces for reflecting on the past and looking ahead.**



## **Individual Reflection Space**

**Min. twice a year, each team member is invited to reflection on his/her work and learning development with SIA's leadership. This eye-level conversation focuses on:**

- Understanding what excites/challenges/bothers the team member
- Getting a sense of the “health status” of the relationships between the team members and the team as a whole
- Identifying potential changes that are needed in order to provide the team members with a productive and healthy work environment



## **Team Reflection Spaces**

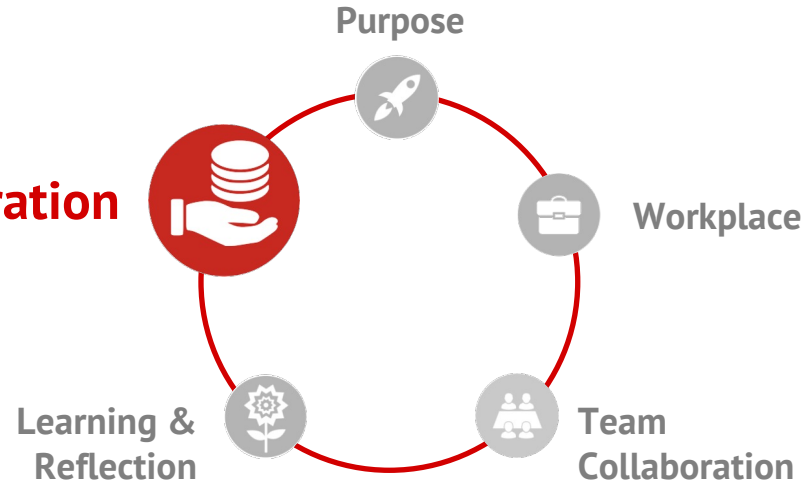
**At team reflections, the entire team comes together for a half-day reflection space. The team reflections focus on the learning of new competencies and habits of each individual team member and as a whole team.**

It looks both back and ahead in addressing primarily these two questions:

- What have we learned in the last six months?
- What do we aim to learn in the upcoming six months?

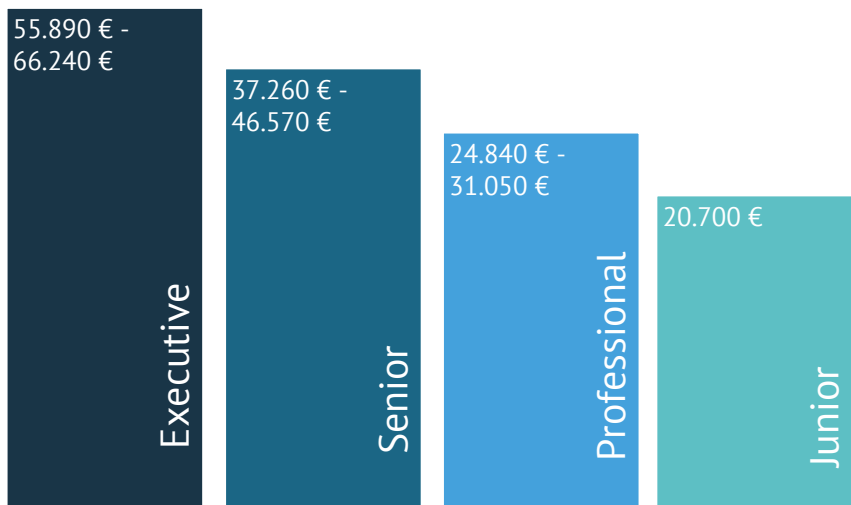


**Remuneration**



# Remuneration

**A clear and transparent salary scheme.**



**We believe a fair salary is not only a necessity to cover costs of living, but also a key factor for every employee's wellbeing and job satisfaction. Therefore, we aim to pay salaries comparable with other jobs in the NGO sector.**

We have developed a clear and transparent salary scheme. It is structured around 4 salary tiers, depending on each employee's roles and responsibilities in 3 dimensions: **Experience, responsibility and leadership.**

**Each tier offers a specific salary range.**



# Remuneration

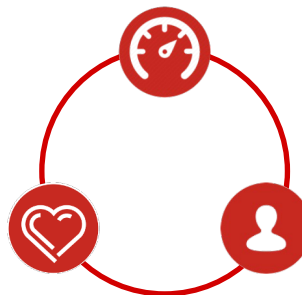
## Opportunities for dynamic salary developments.

**In case a team member's role changes substantially in terms of experience, responsibility and leadership (as described above), he/she moves to the respective tier.**

Furthermore, one can move within the range of the current salary tier. This is primarily based on 3 criteria: performance, personal situation and loyalty.

### Performance

Outstanding individual performance in the respective roles and responsibilities



### Loyalty

Playing an active role in the SIA team for min. 24 months

### Personal Situation

Special personal developments such as starting a family or taking care of an elderly



# Get in touch.

We'd love to hear from you.

## You are interested in working with us?

We are a relatively small team and therefore hire very carefully. Having said that, please do not hesitate to send us an email why you would like to work with us, what you're good at and what you are looking for.

We also run a **volunteer program** (duration: 6 months), where you can explore our organization from the inside and take first steps in the world of social entrepreneurship.

For both occasions, please simply write us to **[people@socialimpactaward.net](mailto:people@socialimpactaward.net)**.

## Follow us on social media:



## ...and sign up for our newsletter:

**SPARK**

