

RENCP General Assembly 14 August 2012



2Way Development
Development through Volunteering



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**Placing skilled volunteers
with established
development organisations
worldwide**



Christian Rassi, Regional
Placement Manager – East Africa

Who We Are



- Founded in 2003
- Social enterprise based in London, UK
- Approx. 200 partner organisations in 17 countries in East Africa, Asia and Latin America
- 2011: 150 volunteers placed with approx. 100 partner organisations

How We Work



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Volunteers



Partner organisations



- 2Way Development aware of partners' requirements
- Model starts with volunteer – volunteer contacts 2Way Development
- Initial interview to determine background, skills and requirements of the volunteer
- 2Way identifies suitable partner organisation from its database
- Volunteer indicates preference
- Partner organisation provided with CV and background – they have the right to turn down proposed candidates
- Partner organisation prepares detailed role outline for volunteer
- Volunteer provides feedback
- Partner organisation and volunteer agree final role outline

Who Our Volunteers Are



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- Skilled: all have university degree and/ or significant work experience
- Minimum age 21; average age 27
- Skills range from project management, marketing, communications and business planning to web design, teaching or engineering
- Minimum duration of placements 3 months; average 6-12 months
- Volunteers undertake to cover travel to/ from country of residence, living expenses, insurance and 2Way Development fee

Who Our Partner Organisations Are



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- NGOs, community groups, social enterprises with a strong social or environmental component
- Established: minimum 2 years in operation, minimum 3 staff, 1 active project, 2 current donors
- Clear need for sustained volunteer support and willing to provide supervision and assistance to the volunteer
- Able to cover volunteers' work related expenses – other than that the service is free to partner organisations

Case Study: Kenya



- 10-month placement with organisation that runs telephone helpline for children
- Background in research and business consultancy
- Established research department, trained staff in research techniques, carried out research project
- Facilitated development of new strategic plan
- Other tasks: fundraising, digital communications



Why You Might Not Want to Work with Us



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- 2Way Development does not receive government funding. We do not run our own programmes and we do not pay the volunteers – Volunteers are essentially members of staff of their host organisations!
- Our model starts with the volunteer – they are our customers; partner organisations are exactly that: partners!
- We are flexible over location, start date, the length of the placement, and particularly the skills and experience the volunteers bring – and we need our partners to be flexible, too.
- Partners must be willing to invest time and resources (e.g. development of job description, realistic targets, supervision system, assist volunteer with accommodation, living in a foreign country etc.)
- Partners must offer volunteers the opportunity to develop as well as implement their skills – the clue is in our name: it's all about 2-way development!

Application Process



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- Complete application form with operational information, indication of volunteer support requirements and volunteer management systems
- 2 references and 2 donors
- Certificate of registration
- Audited accounts
- Annual report
- Field assessment visit



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**or catch up with me during the coffee
break!**