

CASE STUDY n° 1

In a suburban area full of old people and people with disabilities, after assessed the need for services, you have decided to set up a cooperative that is oriented to SSE principles:

- Choose one service you think is needed.
- Moving from the service identified, you will have to hire capable people who have the necessary skills, as required by law.
- Moving from these skills, add those you think qualify the work and your cooperative in a different and original way, following SSE principles and values.
- Then **create a call for job** where the job description, the required role, the professional profile and the necessary skills are indicated.

CASE STUDY n° 2

You are part of the Board of Directors of a cooperative that transforms conventionally grown fruit and vegetables into jams, juices and products for children. Each production line is under the direction of a person (3 persons), but **there is a need to harmoniously coordinate some common functions, even because radical changes in the company are planned**. In details:

- They want to orient their work towards a more fair and more sustainable economy;
- They want to become an organic and km 0 company;
- They want to strengthen local economies, both in terms of supplying raw materials and in terms of distribution.

So you have to find a top manager who, in addition to the basic skills required for this role, is able to lead the Company in this transition: **create a call for job** where the job description, the required role, the professional profile and the necessary skills are indicated.

CASE STUDY n° 3

You are a group of artisans facing the opening of another Shopping Mall, in a specific area of a big city, and you have decided to find a solution together to their critical situation. On the one hand the increase of the management costs, on the other hand the decrease in sales. Among you there are tailors, carpenters, restorers and even a shoemaker, all individual company.

You are aware that you will not be able to resist for a long time in this situation, in the current economic model, based on disposable product. So you have to look for innovative and alternative solutions to continue in your work, maintaining the strong bond with the territory and the people who live in it, as you have always done.

None of you, however, has the time and the skills to manage this situation.

You are willing to pay a person to help you find a solution by enhancing the role of craftsmanship as a cultural resource in your territory.

Create a call for job indicating the job description, the required role, the professional profile and the necessary skills, with particular attention to those that will allow you to operate in SSE perspective.

CASE STUDY n° 4

You are a group of young people. You live in a small town and, until now, you have had difficulty finding a stable job, which was in line with your study path and which gave you satisfaction. You have decided for a **self-entrepreneurship project**, trying to enhance the artistic and cultural passions that you have cultivated in the meantime and at the same time to contribute to animating your small community, which in summer livens up thanks to the tourism, but in winter falls into hibernation.

Among you there are musicians, theater lovers, comics and graphic artists, an art historian and an unemployed teacher. **However, you are missing someone to help you in the planning, administrative and managerial side, to make this idea truly entrepreneurial with a SSE approach.**

You have to look for someone to join you, become a member of your company / cooperative: **create a call for member**, indicating the job description, the required role, the professional profile and the necessary skills.

CREATE A CALL FOR JOB

1. Describe your reality (cooperative, entreprise, etc.)

3-5 lines

2. Describe the job profile required

3-5 lines

3. Requested Knowledge

Define 5 different points

4. Requested Skills

Define 5 different points

5. Requested Attitudes

Define 5 different points

Case study N° 1

Job profile required

Delivery + : this person will deliver meals in accordance with regulatory conditions of hygiene and safety. This person (he/she) will be able to assess the person's well-being and make the connection with social workers, cultural partners. Able to have conversations in a friendly way and focused on the beneficiary's state, needs, desires.

Male or female

Driving licence

Bicycle skills

Requested knowledges (5)

- Basic knowledge of psychology
- Basic knowledge of nutrition
- Knowledge of local context related to our beneficiaries
- Security and safety rules, first aid
- hygiene

Requested skills(5)

- ability to build relationship of trust with the person
- Ability to connect all the stakeholders involved in the beneficiaries' well-being assurance
- Ability to work in a team
- Active listening
- Analyzing and taking conclusion

Requested attitudes (5)

- Empathy
- Courtesy
- Cooperation
- Kindness
- autonomy

Case study N° 2

Our reality

We are the „Keep on Jammin” Cooperative, based in Bergamo since 2001. Our main field of work is transforming fruits and vegetables into jams, juices and products for children.

Currently, we are aspiring to fulfill our sustainability objectives and work on the reduction of our carbon footprint as well restructuring our production process along these lines.

Job profile

We are looking for a top manager able to take us through this transition. The right person ideally would have the following attributes:

- Sound experience in food production industry including on the managerial level
- Previous experience in issues of sustainable transition and a strong personal commitment to that goal
- Strong commitment to democratic values within the workplace and capacity to lead within such a framework
- You love jammin!!

Knowledge:

Understanding the reality of SSE and cooperatives

Advanced knowledge of food production process and related challenges

Good knowledge of the local territorial context and its main actors

Skills:

Capacity to work between different operational levels and include all in decision making and transmission of information

Dealing with Accounting and financial issues

High problem-solving skills

Good networking skills

Attitude:

Commitment to cooperative and democratic values

Having a high sense of responsibility

Share and support a common vision for the transition of the cooperative

Case study N°3

A group of artisans get together to find innovative solutions to maintain the strong bond with their territory in a context of challenging with a new shopping mall.

Job profile required

A professional having experience and knowledge on community enterprises and local development, sustainable business plan involving local stakeholders.

Knowledge

- Artisanal sector
- Territorial context
- Social economy principles
- Business management/development

Skills

- Ability to map local reality
- Ability to networking
- Ability to work with people with different background
- Ability to advocate craftsmanship as a cultural resource towards public institutions
- Ability to create awareness to the people of the territory about responsible consumerism, local and traditional products

Attitudes

- Positive attitude towards craft in the territory
- Common understanding of the negative impact of shopping mall
- Horizontal attitudes-space for discussion – welcoming and encouraging the artisans to provide their own solutions

Case study N° 4

Reality:

We are a group of people, with different background, that have had a difficulties to find work in our area, so we decide to create a cooperative project. We love artistic and cultural activities and we would like to get stronger our community also during the winter.

Job required:

We are looking for anybody wants to be a part of our group, who is able to join us to develop this enterprise, who wants to work with us and cooperate with us.

In a later stage we can define together skills, attitudes and knowledge. At the beginning it is