What does an Integrator / Recruiter do?

It can be slightly overwhelming joining XR - so much to learn, so many new faces, all that XR jargon and even a new structure to work around.

And this is on top of the anger, frustration or desperation we feel because we face the global catastrophe of climate change, a result of systemic injustice and racial inequality, the effects of which are already being felt all over the world. It can be a lot to process.

And sometimes we forget to welcome new volunteers into XR, simply because we are often so involved in a project which is taking all our time and attention.

For this reason, where possible we should have an Integrator in our groups - to welcome new volunteers and to make sure that existing Rebels are finding their way on their journey through XR.

Check out the Rebellion Academy Module: Working Group roles, for some videos about being an Integrator.

Standard Integrator / Recruiter mandate

View the template Integrator / Recruiter mandate on the Organism.

Purpose:
Team members are flourishing and productive in all roles, and the team has team members to fill its roles and support its workload.

Mandate:

- Inviting new members to join the team in alignment with this policy 'Criteria & Conditions for Membership of an XR UK Working Group' [scroll to the relevant policy]
- Onboarding, inducting and orienting new members into the team.
- Keeping a list of team members up to date, with the help of a Group Admin.
- Requesting a Group Admin to add new members to the Communications Hub, as required.
- Checking in with team members about their fit with roles, projects and the team generally, and offering feedback.
- Suggesting improvements to who fills roles, to improve the work of the team and its members, or when a role-holder has completed the length of their term (e.g, 6 months). (The suggested changes would still need to be consented to by the rest of the team. A full

election process should happen if requested by any team member.)
- If a transformative conflict process does not resolve an issue, asking someone to leave the team if in the team’s best interests.

In addition, if you have a group Volunteer Website and/or Reach Volunteering account, managing the group account on the websites, posting roles and dealing with role applications.

Different teams break this down differently (for example, you might have one person handling recruitment and a different one for onboarding) but someone will need to be responsible for each of the tasks listed above. Work out who will do what ahead of time so that everyone is clear what to expect.

Not got a team Integrator?

Then this is the first role to recruit for! You may think this person would need to know your team inside out in order to welcome others; but really the most important thing is for them to be friendly, empathetic and willing to learn as they go along. Sometimes, it even helps for the integrator to be relatively new so that they can use their own experience to help others. There are lots of resources on this toolkit to help them.

NB: If you haven't got an Integrator then it is the Internal Coordinator's job to do this work!

Cautionary note: if you are using the Volunteer website to recruit, it is important you get to know a new Integrator before giving them login details to your group account since this is a position of great trust and involves handling sensitive personal data.
