

Volunteer Guide: ansh

Last updated: May 2023

Purpose of this document

To present an outline for how we work with volunteers, setting out what we expect from them and what they can expect from us.

If you'd like to apply to volunteer for ansh, please read this document and then fill out the short form below.

[Application form](#)

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Volunteering with ansh

Our Commitment

We promise all volunteers the following.

- **We will not waste your time.** We will not give you a project or ask for your support if we don't think it will increase the impact of ansh's work as a whole. We are conscious that you will have other priorities and commitments and appreciate you adding a commitment to support ansh's into this.
- **We want to help you grow.** At the beginning of any volunteer commitment, we make sure to clearly understand what skills and understanding you want to gain so we can tailor your work around this. We care about every individual who contributes to ansh's, and we want to ensure that your work for us provides genuine value to you as well as to the organisation.

- **We will be transparent and clear.** We will make sure you know how your work relates to our key goals, making sure everyone involved is clear on the aims for the work and the anticipated output.

We hope to provide all volunteers with the following.

- **An opportunity for impact.** As a small organisation, your work as a volunteer can make a genuine difference to our long-term impact.
- **Learning.** We are keen to support you in your professional development, and can tailor the work you do for ansh around the skills and understanding that you want to build.
- **Guidance.** Through regular 1:1 calls with a senior team member, we will ensure that you have clear support and guidance in your work. As part of this, we will be happy to provide a reference for future work you then look to do.
- **Further opportunities.** For particularly valuable interns and volunteers, we will be excited to use our networks to connect you to additional opportunities, including paid employment. Interns who consistently deliver high-quality work will be strongly considered for any paid roles we open in future that fit with their skills.

What we're looking for

A few of the areas where volunteers could help us.

- **Research.** We are always looking to improve our understanding of both the impacts of kangaroo care and the best approaches to maximising its effectiveness. There are many research questions we would like the additional capacity to explore and would be happy to support you in doing this for us.
- **Operations.** Running a non-profit involves a very wide array of tasks to ensure high-quality coordination and organisation. Hands-on practice of operations would be particularly valuable to anyone interested in exploring entrepreneurship as a career.
- **Communications.** We want to ensure that our work is communicated transparently and effectively, whether through our website, social media, or other channels. Support on either design or content for our digital media helps more people discover our work and engage with effective approaches to saving lives.
- **Fundraising**
- *Something else?* If there's a different area of work in which you think you could offer significant value, we'd love to hear about it. Our volunteer roles are not limited to the options listed above.

Our expectations of you as a volunteer.

- **You will contribute an average of 5-10 hours a week to Ansh.** We appreciate that this is a significant commitment of time for no financial compensation. As a small team running an early-stage organisation, we simply do not have the management

capacity to support volunteers who cannot make a significant ongoing commitment to our work. We appreciate that this may make this opportunity inaccessible to some individuals and hope we will be able to relax this criteria in future.

- **You care about our work.** We are passionate about ansh's mission and the impact we can have on people's lives. We want volunteers who feel the same and who channel that passion into their work for us.
- **You will be transparent and clear.** We appreciate that you will have other commitments and may therefore need to be flexible in your hours between weeks or cut short your commitment to ansh's. What we request is that any changes or obstacles to your volunteering commitment are communicated clearly and with as much notice as reasonably feasible. Similarly, if there are ways that we can improve your volunteering experience, please let us know.
- **You will be able to work independently.** We want to provide you with the much support you need to make contributions to us. However, as a small organisation this will be challenging at times and you will primarily need to work independently on the projects given to you. We want volunteers who are able to manage their time effectively and prefer environments with reduced supervision while retaining a strong commitment to high-quality outputs.

How it works

- We will have an introductory meeting/call where you sign a volunteer agreement and we set out clear expectations on both sides.
- We will give you a concrete project/set of tasks tailored to your availability, skills, and interests.
- We will meet with you weekly, fortnightly, or monthly depending on your time commitment to ansh to discuss your progress and provide support. We will request a small update prior to our meetings with the hours you have worked since the last update and 2-4 bullet points on your progress.
- When you have completed a project/set of tasks, we will give you new ones depending on your time availability.
- We are happy to communicate over email during the week to clarify any expectations on the tasks.