

# Community Starters / Changemaker-Makers (m/f/d)

## Building the SINA Community Berlin – Starting 2026



**Location:** Berlin (from 2027) & Uganda (Mpigi, near Kampala – 2026)

**Commitment:** Long-term, starting with a 6-month full-time immersion

**Training Period:** June 2026 – December 2026

**Start of SINA Berlin:** January 2027

**Positions:** 2



### What this is about

SINA Berlin is a new **self-organised learning and entrepreneurship community**, part of a global network of 20+ SINA communities worldwide. SINA (Social Innovation Academy) supports young people – especially those facing marginalisation – to rebuild confidence, discover purpose, and create **social enterprises with real impact**.

SINA Berlin will be a place where young people, including those with refugee or exclusion experiences, move from survival to agency through **learning by doing**, responsibility, and community.

For this, we are looking for **two Community Starters**, also called “**Replicators**” or “**Changemaker-Makers**” at SINA. This is less a job and more the **co-founding of a movement**.

**Important minimum requirement:** You have **basic English skills** that allow you to communicate in an immersive training environment and you are willing to improve quickly. Without this foundation, participation in the 6-month immersion is not possible.

## Your role as a Changemaker-Maker

As a Community Starter, you bring the SINA framework to life in Berlin – not as theory, but as daily practice. You shape culture, structure, and learning spaces so that participants (called Scholars) grow into confident changemakers and future community leaders.

A core SINA principle is: **Beneficiaries do not stay beneficiaries – they become co-owners.**

### Your journey

#### 1. Immersion & training in Uganda (June–December 2026)

You begin with a **6-month full-time immersion** in an existing SINA community in **Mpigi, Uganda**.

- Living and learning in an international community
- Working in English, through real responsibility
- Learning by running the framework, not by attending classes

#### Framework & capacity building includes:

- Personal development & mindset work
- Life & purpose coaching
- Learner-centred facilitation
- Social entrepreneurship & incubation
- Financial management & fundraising
- Self-organisation (role-based, non-hierarchical)
- Monitoring, evaluation & safeguarding

The journey ends with a **real-life test phase in another SINA community in East Africa**, before returning to Berlin.

#### Immersion conditions (Uganda):

- The immersion phase is **unpaid**
- **All core costs are covered:** international flights, accommodation, food, and a small monthly allowance
- Community-based living: simple, intense, and highly committed

#### 2. Building SINA Berlin (from January 2027)

Back in Berlin, you and the second selected Changemaker-Maker will launch the first SINA Berlin community.

You will work:

- from a fixed base and with a fair salary in **Berlin-Mitte**
- with **two dedicated workspaces** at the newly opening **Mokka Milch Eisbar**
- as part of a growing ecosystem of supportive partner businesses

Learning happens **in theory and on the job**, through real work and responsibility.

## What you will do

In the beginning, you will hold significant responsibility – with the clear goal of transferring it step by step to the Scholars.

- Establish community agreements, safety standards, and conflict processes
- Facilitate learning, reflection, and development spaces (not lecture-based)
- Coach Scholars in goal-setting, routines, and self-responsibility
- Support teams in developing and validating social enterprise ideas
- Accompany prototyping, testing, and first revenues
- Set up basic operational structures: roles, meetings, budgets, transparency
- Build partnerships and networks in Berlin

Success means **becoming less needed over time**, not indispensable.

## Who this is for

We are not looking for perfect CVs.

We are looking for people who have **proven that they can make a lot out of very little** – and now want to support others in doing the same.

This role is a strong fit if you:

- have lived experience of exclusion, disruption, or long periods of survival
- want to support growth without rescuing others
- take responsibility even when it is uncomfortable
- act with initiative while respecting clear agreements
- want to build a long-term future in and with a community

**Formal education is not required.** No degree or vocational training is needed – mindset, commitment, and willingness to learn matter far more than certificates.

### Practical requirements:

- **Basic English skills (minimum requirement)** for daily communication and training
- EU-Citizen or permanent resident permit
- Full-time availability for 6 months in Uganda and full-time commitment in Berlin afterwards
- Emotional stability and self-reflection
- Ability to live in Uganda for 6 consecutive months

Note: Many SINA Changemaker-Makers are between 18 and 27 years old. This is **not a strict age limit** – what matters is your ability to connect and work well with young people.

## How to apply

We do not want to get to know you through CVs.

Instead, please send **one of the following per whatsapp (+256704410073)**:

- a **short phone video** (3–5 minutes), or
- a **voice message** of similar length

Please address:

- Who are you and where do you come from?
- Why does SINA Berlin speak to you?
- Where have you proven that you can make a lot out of very little?
- Why do you want to support others in their growth?

After the first contact, you may be invited to complete a **short Google Form** with practical details.

Submission details (email / upload link) will be shared in personal communication.

If this feels more like a calling than a job, we would love to hear from you.

The selection process is personal, dialogical, and intentionally intense – just like the journey ahead.

For further insight into the SINA approach, we recommend the **Corporate Rebels** video on SINA:

<https://www.youtube.com/watch?v=dzRUgvjvI94>

*Let's build something real – together.*