



## Joining the Dhanakosa Operations Team in 2024

Thank you for your interest in coming to join us at Dhanakosa as part of the Operations Team. Dhanakosa is a work environment, a community, and a practice context. The Operations Team is primarily (but not exclusively) a training context for those seeking ordination within Triratna. For most people joining the Dhanakosa team represents a massive change. To live and work and practice with the same people day after day, with a common commitment and shared vision, and a clear sense of service through providing the condition for retreats, is both challenging and rewarding in equal measure.

Central to being part of the Dhanakosa team is being part of a Triratna practice community. The community has its own shrine room, and we have a rhythm of shared practice including meditation, study, puja, and spiritual friendship. Practice is brought into the work environment through right livelihood meetings, team development activities and study. The work is full time, developing our ability to engage consistently with task and people with positivity and awareness. As a team, we give the conditions for retreats to up to 1,000 people a year. And, we have to work together to give consistently, whilst also looking after ourselves in what can be a 24 hour situation. Retreats are transformational environments. So is right livelihood team work!

Dhanakosa is a mixed community which seeks to provide supportive practice contexts for all, with a strong value attached to the development of friendships within the community and wider sangha.

Work is focused Monday to Friday 9.30 to 5pm, with rotated out-of-hours cover and duties 7 days a week. The Operations Team consists of 6 people who also form the residential community and there are also frequently working guests sharing the domestic space. This team operates in a context of active supervision, support and Kalyanamitrata from a number of Order members with a long standing commitment to Dhanakosa.

All Operations Team work agreements have a probationary period of 3 months leading to an initial fixed term work agreement of up to 2 years. Most people then transition to our standard work agreement. All team members also have the opportunity to work on retreats either as organiser, or in roles on the teaching team. Everyone on the team receives a basic support package (details available on request), which includes contributions to a pension fund and access to a retreat allowance. We have 40 days off a year (in addition to weekends).

If you would like to apply please read the job description and person specification and fill in our application form. Please return the application form and a CV, by post or email. We will review applications on receipt and contact short-listed applicants to arrange an initial Zoom conversation, then a community visit and interview.

If you have any other questions please feel free to contact us at [info@dhanakosa.com](mailto:info@dhanakosa.com)

We look forward to hearing from you further

Nayaka and Subhanaya, Centre Director and Team Manager