

**Our Vision:** At Wikimedia CH, we open doors and bring people together with the aim of disseminating free knowledge for a smart & open society. We enable our multilingual communities in Switzerland to share knowledge and connect them with the Wikimedia universe.

**Our ambition:** Be the major reference player in digital society in Switzerland, in particular through education



## Our organization

- Exists to serve the community and meet its needs in regard to access to information
- Supports other entities that share these goals and values
- Creates and develops partnership networks
- Is a competency-based organization supported by a flat and agile managerial structure
- Promotes innovation and openness
- Learns and evolves throughout feedback from stakeholders
- Is transparent and accountable to its donors

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### As employees, we are ambassadors of Wikimedia CH and strive to maintain the following qualities on a daily basis:

- Autonomy, independence and resourcefulness, in a virtual work environment
- Organization, responsibility, reliability, and respect of the defined frameworks
- Flexibility, availability, responsiveness and proactivity to achieve our goals
- Ability to innovate, challenge, think out of the box and take calculated risks
- Social and collaborative skills, thus fostering a good communication with colleagues and partners
- Mobility, willingness to meet partners, and leave one's comfort zone
- Mastery of new information and communication technologies

### As an employer, Wikimedia CH...

- Aims at creating a stable, long-term collaboration
- Develops high standards, and recognizes the commitment of its employees by offering globally attractive working conditions, adapted to the new ways of working (virtual, mobile, connected, autonomous, responsible) on a daily basis
- Defines core responsibilities while entrusting employees the autonomy to meet targeted objectives
- Seeks feedback in order to improve the results and find solutions
- Supports the training and development of its employees
- Seeks and values diversity among its employees
- Takes up the challenge of developing a team spirit in virtual collaboration
- Cares about health and quality of work-life
- Promotes a climate of respect, benevolence and nonviolence



## Our values

Smart & open society

Free knowledge

Transparency

Ethics

Social & environmental responsibility

The strength of collective action

Respect & Goodwill

Mindfulness