

## ***Policy and Advocacy Advisor, Climate and Economic Justice Maternity Cover: March 2025 – November 2025***

***Deadline for applications: 12 January 2025 (midnight Central European Time)***

**The European Network Against Racism (ENAR aisbl)** is the leading voice of the pan-European anti-racist movement. We are advocates for racial equity and justice across Europe and play a leading role in facilitating cooperation among civil society anti-racism actors.

Our mission: we work to build an inclusive society that achieves equality, equity, as well as solidarity and well-being for all. To achieve this, ENAR specifically works to combat racism and discrimination based on colour, ethnicity, national origin, nationality, religion, culture, language or legal status. We envision a vibrant and inclusive society and economy that embrace equality and diversity and the benefits of a racism-free Europe. Our team is located in Brussels, but you would be working together with our 170+ member organisations based all over Europe.

To achieve our work, we are looking to recruit a passionate and talented Policy and Advocacy Advisor capable of spearheading on behalf of our members crucial policy advocacy, monitoring, and research they require. This post offers a unique opportunity to be part of a leading force for change and deepen your skills as an advocate and champion of the anti-racist movement.

Job Title	Policy and Advocacy Advisor, Climate and Economic Justice
Salary package	3.094 EUR gross/month + remuneration package
Reports to	Policy and Advocacy Coordinator
Working hours	Full time
Contract	7 months (March 2025 to November 2025)
Where based	Brussels
Start of Contract	March 2025 (possibility to start as of February)

***Purpose of the role:*** to implement ENAR’s climate and economic justice advocacy strategy, aiming to progress towards dismantling structural racism in Europe in climate action and climate and economic policies.

### ***Main responsibilities***

1. Develop and implement advocacy strategies for racialised communities on climate and economic justice at EU level with the support of the ENAR membership.
2. Identify, monitor and assess new policy initiatives, draft legislation and any other relevant policy information on climate and social policies and draft preliminary policy positions, briefing papers, consultations/submissions, letters and internal dissemination of updates to the membership where relevant.
3. Liaise with policy makers and politicians, at national and EU levels; whenever required.

4. In close collaboration with the communications team, contribute to developing key messages or draft communication materials (news releases, op-eds, blog posts, social media posts) in support of policy and campaigns objectives.
5. Research, monitor and document economic and climate racial injustice and human rights abuses by collecting and analysing information from a wide variety of sources including governments and public officials, civil society organisations, victims, journalists, and others.

**More specifically:**

6. Coordinate the Climate and Economic Justice Working Group composed of ENAR members.
7. Oversee consultants drafting a factsheet on alternative economies.
8. Coordinate the organisation of a COP 30 side event on environmental racism, in collaboration with ENAR Members.

**As part of ENAR Policy & Advocacy team, the successful candidate will:**

1. Work flexibly as a member of the team and the organisation and undertake other reasonable duties and responsibilities at the request of the Policy and Advocacy Coordinator and other colleagues;
2. In close collaboration with the Policy and Advocacy team, support general advocacy planning and work, including by liaising with policy makers and politicians as well as any other relevant counterparts, when and where required;
3. Attend and contribute to the preparation of ENAR events and publications and other ENAR initiatives;
4. Proactively share relevant information and expertise within the organisation.
5. Contribute to the smooth running of the organisation, working with other ENAR staff to meet the organisation's overall objectives, including strategic and operational planning, participation in periodic performance and training reviews, and contribute to organisational development where relevant; and
6. Contribute to draft grant applications and final reporting.

**Requirements and Skills**

**Education, knowledge and experience**

- Educated at university level or equivalent degree or experience.
- Minimum 3 years of proven track record in policy analysis and/or advocacy work at a national, European or international level on issues related to racial justice, social rights, or climate policies:
  - Extensive knowledge or at least 3 years' work experience in an NGO, a social movement or similar organisation at an EU or national level.
  - Very good understanding of EU legal instruments, policies and EU institutions.
  - Excellent knowledge of climate justice, anti-racism, social policies, solidarity economies, intersectionality and/or related issues.
- Experience in working with consultants or others.
- Experience in facilitating in-person and online spaces and delivering trainings.

**Abilities and skills:**

- Outstanding awareness and knowledge of political dynamics and structures.
- Excellent analytical skills,
- Excellent drafting skills,
- Good communication and presentation skills (ability to address a wide range of audiences),
- Fluency in English (speaking and writing),
- Sound organisational skills and ability to prioritise work and to meet deadlines,
- Good team player, sound judgment,
- Ability and willingness to travel as required.

### ***Reporting duties***

The Policy and Advocacy Advisor reports to the Policy and Advocacy Coordinator.

### ***Line management***

No line-management duties foreseen.

***ENAR aisbl strives for a diverse staff and ensures that opportunities offered are accessible to all regardless of gender, age, race or ethnicity, religion or belief, disability, sexual orientation and gender identity. ENAR encourages members of groups which are affected by racism and related discrimination to apply for this post.***

### ***Application requirements***

A complete application contains:

1. Application forms: [Part 1](#) and [Part 2](#).  
[Form 1](#) will not be shared with the selection committee until the interview. Please make sure that [Form 2](#) is **anonymous**. Do not write your name on this form.
2. The [equal opportunities form](#). Receipt of this form is not mandatory, although we would welcome it. The aim of this document is to build internal statistics on the audience that our job adverts reach, to assess if a revision of the way we advertise vacancies could be improved towards more inclusivity. Should you decide to include this form in your application, please do not write your name on it.

CVs or European application forms **won't be accepted. You are required to use the ENAR application forms.** All information given in the application, including the Equal Opportunities monitoring form, will be treated in a confidential manner.

All applications should be submitted via e-mail to [JobApplication@enar-eu.org](mailto:JobApplication@enar-eu.org) by **12 January 2025 (at midnight Central European Time)**. Please write 'Policy and Advocacy Advisor, Climate and Economic Justice + your full name' in the subject line of the email message.

The recruitment process will include an online interview, on Monday 20 January 2025, and a written test. The selected candidate should preferably **start in early March 2025** (possibility to start as of February).