



ENAR is recruiting a Communications Officer
Deadline for applications: 20/04/2025 (midnight Central European Time)

The European Network Against Racism (ENAR aisbl) is the only pan-European anti-racism network that combines advocacy for racial equality and facilitating cooperation among civil society anti-racism actors in Europe. Our mission is to achieve full equality, solidarity and well-being for all in Europe. We want to allow all members of society, whatever their skin colour, ethnicity, sex, gender, religion, disability, age or sexual orientation, to participate and be included in society. We specifically work 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 staff is based in our Secretariat in Brussels and our member organisations are based all over Europe.

To support our work to achieve positive systemic change to build an inclusive Europe, we are looking to recruit a passionate and talented communicator to support our communications efforts. This post offers a unique opportunity to grow and support two essential services of a pan-European network tasked with advocating against and combatting racism.

Job Title	Communications Officer
Base Salary	€ 3094.57 gross employee per month
Reports to	Communication and Press Manager
Experience	1-3 years
Working hours	Full time 38 hours/week
Contract	1 year with possibility of renewal following evaluation
Where based	Brussels
Start	ASAP 2025

Role Overview

ENAR seeks to recruit a Communications Officer responsible for supporting the execution of the communications portfolio and related programmes. You will be working in a small hands-on communications team to be at the forefront of Europe’s voice of anti-racism, in which you will play a crucial role in strengthening ENAR’s narrative. This position is an opportunity to contribute to a movement that actively works towards racial justice and builds collective power across Europe.

You will support the communications efforts as part of our overall digital communications strategy for ENAR, with a particular focus on communications that expands our reach and impact on social media. Additionally, you will help the Comms team to demonstrate the vibrancy of the Anti-Racism movement and ENAR community, increasing engagement towards and within the community, and ensuring that ENAR’s work is widely recognized across different platforms.

You will report to the Communications and Press Manager, with whom you will determine your priorities and tasks, in addition to working closely with the Policy and Network Development teams in strengthening, developing, and evolving the communications efforts “for the community and by the community” with a view of demonstrating the value of the network, ENAR’s role as its community leader, and driving up engagement with ENAR and grassroots campaigns and initiatives.

Bring our advocacy work at the forefront of the anti-racism fight

- Support the Communications and Press Manager to strengthen the network's position and ENAR's position as well as its voice on social media;
- Contribute to and ensure effective deployment of communication strategies to showcase policy work and report launches;
- In collaboration with the line manager monitor and produce regular reports on the performance of communications efforts with a focus on website, social media, and Meltwater;
- Coordinate and execute projects of Communications team:
 - Support the creation of content messaging in support of projects defined by the line Manager
 - Lead on the creation of content collaterals for these projects

Help champion our community and empower them

- In collaboration with the Network Development Officers, produce and dispatch content on the calendar defined by the Network Development Officers in consultation with the line Manager;
- Create content messaging in support of network development services;
- In collaboration with project owners, support the development, implement and conduct performance measurements of communication activities and campaigns in support of community engagement, retention and reach expansion;
- Support the organisational communications strategy and agenda.
- Support the execution of activities that strengthen community engagement in support of retention

Be the curator of all our digital touchpoints

- Works with the line Manager and other officers to:
 - Curate content published on all public and internal-facing digital touchpoints of ENAR
 - Produce impactful content for social media outlets to increase visibility and engagement
 - Identify key emerging issues and trends on social media where ENAR should position itself

What we'd like you to bring to the role:

We value competencies and lived experiences over formal qualifications. We welcome applications from individuals with diverse backgrounds, including those with non-formal or informal experience in social and racial justice. As envisaged, we think the ideal candidate will have some or all the following characteristics:

- Anti-racism experience or a commitment to social justice and intersectionality a plus;
- 1-3 years experience in marketing and/or communications – experience in campaigning and policy-work a plus;
- Proven project management skills with the drive and resilience to deliver impactful results in a fast-past environment;
- Ability to craft impactful narratives and messaging, excellent copy accuracy and proofreading skills;
- Experience managing social media platforms and websites (Wordpress);
- Experience creating impactful content including graphics and videos (Canva, Photoshop, Capcut);
- Experience in developing newsletters (Mailchimp or other)
- Fluency in English is essential, extra EU and non-EU language(s) a plus;

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 strongly encourages members of groups which are affected by racism and related discrimination, as well as candidates who bring perspectives that are often underrepresented in the European landscape, to apply for this post. ENAR also recognises the value of skills and knowledge acquired outside traditional education or professional settings.

How to Apply

To submit an application, please complete the following [application form](#) by **Sunday 20 April 2025 (at midnight Central European Time)**. **Candidates should ideally be available for interviews conducted during the week of May 5th**). The recruitment process will include an interview and a written test. A second round of interviews may be foreseen if necessary. The selected candidate should preferably start ASAP in 2025.

To ensure anonymity and a fair recruitment process, your identifying information from Section 1 of the form will not be shared with the selection committee until the interview.

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

Last update: 29/03/2025

This is a description of the job, as constituted at the date shown. ENAR periodically reviews job descriptions, updates them and ensures that they relate to the job performed, or incorporate any proposed changes.

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