



## **POLICY & ADVOCACY OFFICER (Full time position)**

### **End Female Genital Mutilation European Network**

#### **Brussels, Belgium**

We are looking for an experienced individual to join us as Policy & Advocacy Officer and drive the Network's advocacy strategy.

#### **About the End FGM European Network**

The End FGM European Network (End FGM EU) was established in 2014 to ensure sustainable action in the European Union to end female genital mutilation. End FGM EU is an umbrella network of 32 national organisations working in 15 European countries who are expert on female genital mutilation (FGM). End FGM EU operates as a meeting ground for communities, civil society organisations, decision-makers and other relevant actors at European level to interact, cooperate and join forces to end all forms of FGM in Europe and beyond. We put at the heart of our work grassroots voices to influence European governments and policy-makers to work towards the elimination of FGM. We build our members' capacity, offer spaces to share expertise and develop partnerships. While dedicated to being the driving force of the European movement to end FGM, we are equally committed to build bridges and cooperation with all relevant actors in the field of FGM both in Europe and globally. In this sense, we actively promote and foster cooperation between the European movement and movements in other regions of the world.

It is estimated that over 600,000 women and girls are living with the consequences of FGM in Europe and a further 190,000 girls and women are at risk of undergoing the harmful practice in 17 European countries alone, contributing to the 200 million women and girls affected by the harmful practice worldwide.

#### **Our Vision**

A world free of all forms of Female Genital Mutilation (FGM) where women and girls are empowered and can fully enjoy their human rights.

#### **Our Mission**

To be the driving force of the European movement to end all forms of female genital mutilation (FGM), joining the forces of communities and civil society organisations, and building synergies and cooperation with all relevant actors in Europe and globally.

#### **Purpose**

As Policy & Advocacy Officer, you will be in charge of:

- Devising and implementing End FGM EU's advocacy strategy and plans;
- Shaping and drafting End FGM EU's policy and position papers;

- Liaising with relevant stakeholders, advocating towards EU institutions, Council of Europe and United Nations and other relevant international bodies and representing End FGM EU at different meetings and events as appropriate;
- Provide training, advice and support to the members on advocacy at European and national level;
- Provide training and support on advocacy to the End FGM EU Ambassadors to help them fulfil the ambassador role as defined by the Network.

## **Main Responsibilities**

### **Advocacy**

- Develop, implement and monitor the Network's multi-annual Advocacy Strategy and annual advocacy plans to implement the strategy in consultation with secretariat staff, the Board and the member organisations;
- Ensure that a human rights and equality perspective is mainstreamed in all advocacy work, according to EU and international frameworks;
- Monitor policy developments at European and international level and identify policy-related opportunities to raise the issue of FGM;
- Advocate for the implementation of European and international commitments to end FGM, e.g. the EC Communication on FGM and the obligations stemming from the Council of Europe Convention on VAW and DV (Istanbul Convention);
- Liaise and build a dialogue and cooperation with relevant EU and national institutions representatives, stakeholder groups and international organisations;
- Draft policy-papers, positions, motions, amendments, submissions and other policy documents that may be required to pursue advocacy objectives;
- Coordinate the work with member organisations and Ambassadors related to End FGM EU's policy & advocacy work (working groups, consultations, toolkits, capacity building and coordination of joint advocacy actions and opportunities)
- Engage with and represent End FGM EU towards external partners, including within advocacy networks and coalitions at European and international level, to which End FGM EU is part;
- Represent End FGM EU's positions at events;
- Contribute to the development and implementation of End FGM EU's events, particularly in their advocacy aspect and through liaising with European and international institutions representatives to ensure their participation and input;
- Support in drafting funding applications regarding the policy and advocacy activities of the organisation.

### **Programmes**

Coordinate on advocacy activities within projects and the Ambassador programmes with the Coordinator of Programmes, including on how to ensure End FGM EU programmes have an advocacy impact.

### **Communications**

Coordinate communication actions for advocacy impact with the Communications Officer, including how to communicate advocacy achievements with a broader audience.

## **Human resources**

Supervise the Advocacy Assistants.

## **Qualifications**

University degree in Humanities, Social sciences or Political Sciences and/or relevant working experience.

## **Knowledge and skills**

### **Essential:**

- At least 2-3 years' experience in a similar position preferably in the non-profit sector;
- Knowledge of women's human rights and gender equality, GBV, gender in development, in particular FGM;
- Demonstrable experience and skills in influencing policies on women's human rights and gender-based violence (GBV) with the EU institutions, with desirable experience in female genital mutilation;
- Experience of working at EU level and with European institutions, networks and partnerships / Thorough knowledge of the EU institutions and understanding of EU decision-making;
- Demonstrable experience in developing and implementing advocacy strategies, plans and campaigns;
- Excellent networker and good public speaker, able to represent the organisation to a range of different audiences;
- Knowledge of and commitment to communicating with a gender sensitive approach and in a human-rights based manner;
- Commitment to End FGM EU's mission, vision and organisational values;
- Professional fluency in oral and written English;
- Strong organisational skills and detail oriented;
- Exceptional analytical and communication (verbal and written) skills.

### **Desirable:**

- Good knowledge of French, other EU languages would be an asset;
- Experience of working in an EU institution or an EU Network;
- Experience of transnational coordination work with member organisations;
- Proficiency in use of social media (particularly Twitter).

## **Working Conditions**

- This is an opportunity to work in a dynamic network interacting daily with organisations passionately committed to women's rights and ending FGM;
- Location: Brussels, Belgium (working from home until Belgian authorities allows to go back to the office). Some travel required (when travelling will be allowed);
- Full time contract 38h/week;

- This is a fixed-term appointment for one year from approximately the end of August 2021, with the possibility of extension;
- In addition to the salary we offer meal vouchers, contribution to transport, 13th month and hospital insurance. Currently when we are working from home we are also offering working from home allowance and contribution to internet charges.

## Recruitment Policy

### Anti-discrimination

- All appointments should be made in a transparent way and comply with all relevant employment regulations. No job applicant or employee should receive less favourable treatment on the ground of race, colour, nationality, religion, ethnic or national origins, gender, gender identity, marital status, caring responsibilities, sexual orientation, disability or chronic illness.

### Work permit

- All applicants, have to have the right to reside and work in Belgium.

### Volunteering

- Any relevant volunteering experience can be considered equal to any other professional experience.

If interested, please apply by sending a CV, and a completed application form in English to [ccosentino@endfgm.eu](mailto:ccosentino@endfgm.eu) by the **6<sup>th</sup> of July 11:59pm CEST**.

Interviews will be held in the week of 12-16 July.