

Call for the position of a Policy Officer

OII Europe is looking for a 60% (24h/week) Policy Officer to strengthen our policy team. You will be working together with the Senior Policy Officer and the Executive Director towards the implementation of human rights standards for intersex people in Europe.

Fields of advocacy will include, among others, intersex genital mutilation (IGM); gender based and domestic violence; hate speech and hate crime; inclusion of intersex people in anti-discrimination and victims' rights policies and legislative frameworks; access to justice; societal and legal recognition of intersex people.

Tasks will include, among others, monitoring and collecting national and European good practice, e.g., for the OII Europe Good Practice Map; researching and analysing information relevant to intersex policy work in different areas (e.g. legal protection, societal inclusion, access to health, access to justice); drafting reports and submissions, e.g. in the framework of EU consultations; creating capacity building advocacy and policy materials and documents for intersex activists and allies; establishing contact and fostering exchange between OII Europe member organisations and regional and national human rights and equality bodies; supporting OII Europe member organisations in their national advocacy work.

Your ability to plan, prioritize and organize a complex workload will be essential. Experience of working (professionally or as a volunteer) for a intersex-led non-profit organization or in a comparable field will be considered a strong advantage.

As successful candidate you will be working as a member of the OII Europe policy team together with the Senior Policy Officer and the Executive Director. Your work will also include collaborating with the Community and Capacity Building Officer for outreach to OII Europe member organisations, with the Awareness Raising and Campaigns Officer for communication of policy related information and with the Training and Education Officer, who is responsible for OII Europe's intersex asylum seekers and refugees' program.

Background

OII Europe – Organisation Intersex International Europe e.V. – is the European intersex umbrella organisation, working for the equality and the protection of human rights of intersex people, also known as persons with variations of sex characteristics, and their families in Europe. OII Europe is intersex-led.

OII Europe was established in 2012 as network of national intersex-led organisations. In 2015, Organisation Intersex International Europe e.V. was founded as a continuation of this network and is, since 2016, registered as a non-profit NGO based in Germany.

Deadline:

Please send in your application until **Tuesday, 11th of January 2022, 23:59 CET (Berlin time)**.

Online interviews for the position are planned for the week of the 24th of January. The selected candidates will be requested to give a 10 min presentation, followed by a Q&A.

Start of Position:

Contingent of OII Europe signing the Framework Partnership Agreement with the European Commission, the position will start between

1st of February 2022 the earliest and 1st of April 2022 the latest.

Scope of position:

60% part time, temporary contract (option to be turned into permanent contract after 1 year and increased to 100%, depending on available funding)

The successful candidate will need to take residence in Berlin; however, given the current COVID-19 situation, the position may start remotely. For candidates who may need a work permit, a university diploma will be required due to German immigration practices.

Who can apply:

Anyone with a minimum of 2 years of direct experience in policy work on international, regional or national level who is devoted to support an organisation working for the human rights of intersex people/persons with a variation of sex characteristics and meets the requirements set out below is welcome to apply.

Responsibilities will include, among others,

- Monitoring policy and legal developments at regional and national level
- Gathering data, researching and analysing information
- Drafting reports and submissions in the framework of regional and national consultations and monitoring mechanisms
- Creating capacity building advocacy and policy materials and documents
- Supporting national intersex NGOs in their advocacy (e.g., through capacity building, monitoring and communicating advocacy opportunities etc.)
- Collaborating with allied LGBTI organisations
- Coordinating meetings

- Carrying out other policy and advocacy related activities

Performance of duties and remuneration and benefits

The weekly working time for the 60% position is 24 hours per week (40h/week full time).

OII Europe

- remunerates under a salary matrix structure related to TVL West; the monthly gross salary being offered for the post is 1961,- Euro
- offers 24 days annual leave (full time position)
- provides in case of relocation, up to 1000,- Euro financial support for moving expenses
- supports the successful candidate in obtaining a work permit (if applicable)

Accessibility of OII Europe's office space

OII Europe is currently sharing office space with Transgender Europe (TGEU). The office is partially accessible for wheelchair users: there is a steep ramp from the street down to the elevator; once inside, all the rooms are situated on one level and the office doors and corridors are very wide; the toilets are on the same level but the doors are too narrow to allow access when using a wheelchair.

While the pandemic still ongoing, and hence for the time being, OII Europe, is doing home office.

With a growing number of staff members, OII Europe will mid-term seek new office space and is devoted to do its best at keeping and increasing, if possible and depending on available funding, the current accessibility level.

Requirements

Experience

- A minimum of 2 years of direct experience in policy work on international, regional or national level; experience in working directly with EU and CoE bodies or comparable international bodies a strong asset
- Experience in preparing submissions and reports for policymakers

Skills and knowledge

- Excellent English proficiency (both written and spoken); high proficiency in another European language a strong asset
- Strong writing skills

- Good understanding of intersex human rights violations; strong understanding an asset
- Ability to understand and analyse complex information and systems
- Good ability to creatively think “out of the box” combined with an understanding of how to mitigate given limitations while aiming to change the status quo
- Feeling comfortable with engaging and working with policy makers, partners, and external stakeholders
- Feeling comfortable with speaking in public to a diverse set of audiences

- Ability to navigate challenging and sensitive environments
- Ability to support complex working processes
- Sound ability to work individually and within diverse teams
- High sense of initiative; ability to handle multiple tasks and deadlines, plan, prioritize and organize a complex workload
- Sensitivity to cultural diversity and differences; relevant experience in working in international teams will be considered an asset
- Understanding of intersectionality and intersectional experiences

- Some experience in developing and implementing capacity building programs
- Willingness to travel once Covid-19 allows
- Computer literacy (Excel, Word, Email, Internet, Zoom etc.)

Preferred:

- Some knowledge of the European human rights framework
- Some knowledge of EU and CoE regional mechanisms

How to apply

If you feel that your qualifications and experiences match our requirements for this position, we are looking forward to receiving your application. Please send all required documents to position@oiieurope.org

Your application should include the following two documents:

1. *Curriculum Vitae* (no picture please, no birth-date, please indicate your pronoun); Format: .doc, .docx, .pdf; please name it the following way: [Your name]_CV_PO (please use capital letters for your surname); this will help us organise the incoming applications more easily

2. *Motivation letter*, explaining why you want to work for OII Europe and what you will bring to the organisation and the team; please include some examples of capacity you built in your former policy work and how you will bring these skills to your work at OII Europe; Format: .doc, .docx, .pdf; please name it in the following way: [Your name]_Motivation_PO)
3. If available: An *example of your policy related writing skills* of 2-3 pages maximum (can be an excerpt), e.g., a (real or fictive) submission, policy brief or similar; if necessary, please feel free to change names, data etc., in order to protect confidentiality or individual's or a groups data; this exercise is about style and presentation of content, not about the data or topic itself; Format: .doc, .docx, .pdf; please name it in the following way: [Your name]_Example_PO)

The subject line of your email should please state: "Application for the position of PO".

OII Europe Equal Opportunities Policy

OII Europe is committed to respect and fairness without discrimination based on race, ancestry, place of origin, colour, ethnic origin, creed, sex, gender, sexual orientation, gender identity, gender expression, sex characteristics, bodily diversity, record of offences, marital status, family status, parental status, pregnancy, number of dependents, compromised immune or HIV status, illness, socio-economic class, non-visible or visible disability, neuro-diversity, political or religious affiliations, place of residence, citizenship status, age or other status.

OII Europe is committed to fair treatment to all current and potential employees, interns and contractors and aims to ensure that all such individuals receive equal treatment.