

Call for the position of a Senior Policy Officer

OII Europe is looking for a full time (40h/week) Senior Policy Officer to strengthen our policy team. You will be working together with the Executive Director and the Policy Officer 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 legislative frameworks and policies; access to justice; legal and societal recognition of intersex people.

Tasks will include, among others, engaging with and advocating policy, law and decision makers to advance intersex rights in Europe; supporting European and national policy and law makers in the implementation of relevant EU strategies; support them in their work towards legislative proposals and frameworks that aim to protect intersex people and monitor these processes; identifying advocacy opportunities on regional level and through cross-national exchange; writing reports and submissions; informing and building the capacity of monitoring bodies, fundamental and human rights bodies about the situation of intersex people in Europe and gaps in the protection of intersex rights; fostering exchange between OII Europe member organisations and European and national policy makers, monitoring 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 for a non-profit organization or in a comparable field will be considered a strong advantage.

As successful candidate you will be working together with the Executive Director and the Policy Officer to develop OII Europe's advocacy work further and build the strength of OII Europe's policy team. 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:

Full time (100%, 40h/week), temporary contract (option to be turned into permanent contract after 1 year)

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 at least 4 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 developments on regional, national and international level
- Communicating and engaging with high level policy, law and decision makers
- Representing OII Europe at high level policy meetings at EU, CoE and national level
- Writing reports and submissions, e.g., in the framework of regional and national consultations and monitoring mechanisms
- Collaborating with allied LGBTI organisations on intersex relevant policy and advocacy activities

- Being a contact point, together with the Policy Officer, for national intersex NGOs and supporting them in their communication with regional and international monitoring and human rights bodies (e.g., EQUINET, ECRI, CHRCoE)
- Identifying new advocacy opportunities
- Coordinating meetings
- Carrying out other policy and advocacy related activities

Performance of duties and remuneration and benefits

The weekly working time for the 100% position is 40 hours per week.

OII Europe

- remunerates under a salary matrix structure related to TVL West; the monthly gross salary being offered for the position is 3748,- to 4034,- Euro, depending on experience;
- 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 4 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

- Experience in and feeling comfortable with speaking in public to a diverse set of audiences, including high level ones

Skills and knowledge

- Excellent English proficiency (both written and spoken); high proficiency in another European language a strong asset
- Strong writing skills
- Strong analytic thinking
- Strong 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
- Good understanding of intersex human rights violations; strong understanding an asset
- Strong ability to analyse and contribute to European-level and national policy and legislative processes
- Highly comfortable with working with policy makers, partners, and external stakeholders

- 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 training programs
- Willingness to travel to conferences and meetings 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_SPO (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_SPO)
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, a 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_SPO)

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

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.