



Senior Programme Officer for Human Rights

WHO WE ARE

The Quaker Council for European Affairs promotes peace, justice and equality to European governments and institutions. We are part of an almost 400 year tradition of work by Quaker organisations that has included anti-slavery advocacy in the 18th and 19th centuries, refugee protection and prison reform. QCEA is deeply rooted in the values and experience of its supporters in Europe and beyond.

As part of a plan to increase our impact in Brussels, a new role of Senior Programme Officer – Human Rights has been created. Reporting to the Director, the Senior Programme Officer will be a member of the small team based at Quaker House in Brussels.

QCEA'S STRATEGY

The Human Rights Programme emerged from QCEA's overarching strategy, representing one of two programme areas (the other being our Peace Programme). Together, these programmes seek to:

- make a significant contribution to reducing the fear of the 'other', disrupting efforts to dehumanise and divide
- help shape European policies that recognise the shared humanity and vulnerability of all people
- promote and model inclusive problem solving to address whole of society challenges to peace, justice and equality
- encourage policy changes that include the notion of equality, therefore of equal partnership and initiatives that are relevant inside and outside Europe
- work in ways that recognise the climate crisis and opportunities for more sustainable policy.

THE QCEA APPROACH TO HUMAN RIGHTS AND MIGRATION

- 1) Prioritise justice, i.e. the lived experience of human rights and the practical effects of migration politics and policies on the lives of people that are - or have been - interrupted by migration
- 2) Promote equality in the way that human rights are discussed, implemented, upheld and perceived for populations inside Europe and for human rights work in European external affairs
- 3) Integrate analysis of the fundamental inequalities and deeply-embedded global hierarchies that shape marginalisation and persecution in migration politics, such as misogyny and racism

- 4) Work on ways to challenge the normalisation of reactionary politics and political movements that advocate for polarising and fundamentalist visions of Europe
- 5) Focus on identifying and promoting the alternatives to destructive and dehumanising migration policy, taking the lead from existing good practice at local, national and regional levels
- 6) Pursue an accessible and radical agenda for human rights and migration that connects people around shared direct experience / treatment, such as access to housing / justice, insecure livelihoods, discrimination etc.
- 7) Engage heads and hearts with Quaker-rooted working methods inspired by quiet diplomacy (off-the-record informal settings, perspective-taking, collaboration) as well as cultural events
- 8) Seek to challenge discourse and framing that sustains or reinforces the othering of people and enables distancing from violations of people's universal rights as human beings
- 9) Contribute to the wider European human rights and migration community by providing a platform for collective problem solving and 'dealing with dilemmas' that stand in the way of progress
- 10) Model and advocate for human-centred framing in migration policy and practice, centred on people's humanity, individuality, freedoms, needs and agency.

ROLE RESPONSIBILITIES

Managing the programme

- Manage all the pieces that ensure the integrity and effectiveness of the programme, i.e. planning, budgeting, internal collaboration and coordination, organisational learning, communications, and reporting
- Ensure the ongoing alignment of the Human Rights programme with the QCEA strategy, the programme strategy and coherence across the QCEA Peace and Human Rights Programmes

Organising dialogues and events

- Design and organise dialogues, working lunches / dinners, cultural events to connect people working on migration, equality, and justice from a variety of angles
- Facilitate / host those events in the spirit of QCEA's quiet diplomacy approach, i.e. a focus on exchange, cumulative analysis, testing ideas, perspective-taking, forging (unconventional) networks, and collective problem-solving

Communications

- Work with the QCEA Communications Coordinator to design, research and draft accessible analysis and communications products that cut through policy jargon to present a clear picture of the context, problems and alternatives

Connecting with others

- Map European initiatives and stakeholders in Europe working on migration, equality, and justice from a variety of angles
- Build and maintain relationships with human rights defenders, researchers, governmental and

nongovernmental actors working on migration or with affected populations in Europe

PROFILE

QCEA is seeking the right match with a candidate. The following points describe the priorities and desired profile for this role.

1. Experience (Local, National or International)

- Paid or voluntary experience working on human rights, e.g. with social movements, grassroots human rights organisations, or within nongovernmental organisations or public administrations
- Three to five years professional experience working to change policy and/or public opinion around issues linked to migration, or on other issues of inequality and injustice
- Experience with the planning and implementation of a programme (or project) that involved budgeting, donor reporting and evaluation

2. Knowledge and Skills

- Demonstrated ability to analyse the various ways that policy translates into practice and outcomes, i.e. how policy affects lived experience
- Familiarity with European politics around migration from a local, national and/or international perspective
- Good event organisation skills, with attention to designing atmosphere, food, setting, and participant engagement
- Strong hosting and/or facilitation skills, e.g. the energy and sensitivity to stimulate discussion, openness, and connection among participants
- Fluency (or close to fluency) in English with proficiency in a language other than English an asset

3. Personal Qualities

- Demonstrated commitment to issues of equality and justice either through formal training (e.g. a degree in any relevant subject) or through participation in voluntary initiatives
- Integrity and commitment to having an impact and creating change through your work
- Ability to embrace difference, work professionally and engage respectfully with people with different views and lived experience
- Good relationship-building and collaboration skills, with a talent for connecting people and ideas

- Ability to take a 'collective problem-solving' approach to challenges that might arise in the course of the work or within the team
- Discretion and respect for the confidentiality of any 'quiet diplomacy' events that take place in Quaker House
- Ability to work in a small team and within the financial constraints of a nongovernmental organisation
- Willingness to work with due care for environmental sustainability, to take responsibility for your own administration, and to work cooperatively and flexibly to support the goals of the organisation

CONSIDERED A BONUS

The following elements are not a necessity for this role; they are only listed to indicate desirable experience, knowledge or skills that would benefit the QCEA Human Rights Programme:

- *Experience organising events for associations, businesses or nongovernmental organisations*
- *Familiarity with (feminist) participatory approaches to training, teaching or event facilitation*
- *Experience working in the EU policymaking context*
- *Knowledge or experience of human rights law*
- *Experience in public affairs, campaigning or developing communications strategy*

TERMS AND SALARY

QCEA is located at Quaker House, Square Ambiorix, Brussels. We are able to offer an 18 month contract at this stage, but we are on track to secure funding for a permanent post in the future. The salary will vary slightly depending on additional benefits to which the successful candidate may be entitled. For this post QCEA is able to offer a salary of approximately 2,850 euro gross. QCEA offers additional net benefits including meal vouchers and travel costs in some circumstances. All QCEA staff receive 25 days holiday per year.

APPLICATION PROCESS

We invite candidates to submit a CV (max. 2 pages) and a letter of motivation (max. 1 page) to Andrew Lane (recruitment@qcea.org) by the end of Sunday 15 September.

We encourage applicants to address the following points in their CV and/or letter of motivation:

- Particular problems and hurdles they see within European migration policy or politics
- What impact / change they want to contribute to with regard to human rights and European migration policy
- How their distinct mix of experience, knowledge and skills complements the approach of the Human Rights Programme

SELECTION PROCESS

1. All applicants are informed of the outcome of their application (for full applications, correctly submitted)
2. An initial selection of long-listed candidates receive a pre-interview task to complete
3. (Video)phone interviews with long-listed candidates take place 25-26 September (*please contact us regarding interview scheduling needs due to work or caring commitments*)
4. Candidates are informed of the outcome of their phone interview
5. Face-to-face interviews in Brussels with short-listed candidates between 1-3 October
6. Short-listed candidates are informed of the outcome of their interview