



Policy Director

Organisation

Eurocities, the network of major European cities, is recruiting a Policy Director.

The candidate would ideally start in September 2024.

Eurocities is a dynamic and international team where we trust in people, value diversity, constructive exchanges and collaborative work. We help people thrive in a sense-making, friendly, open and healthy environment while promoting a good work/life balance.

Our vision

We strive for a Europe where cities are at the heart of European, national and regional decision-making to create a sustainable and inclusive future for all.

Our mission

Eurocities is the leading network of major European cities, working together and with other stakeholders to make cities places where everyone can enjoy a good quality of life and a sustainable future.

Our values

As a network of more than 200 large cities, representing more than 150 million people across 38 countries, from within and outside the EU, our strategy and European collaboration is rooted in our democratic legitimacy. We strive to make our cities sanctuaries of freedom of expression and tolerance, recognising the richness of diversity. We believe in a strong European Union that defends and champions our shared values – human dignity, freedom, democracy, equality, rule of law, justice, and human rights – in Europe and beyond.

In addition, our organisational values are:

- **We are responsible.** We care about our member cities, our staff, our partners, society, and the planet and we act accordingly.
- **We are professional.** We are good at what we do, demonstrating the highest degree of proficiency, transparency, compliance and integrity, learning continually, and adapting quickly.
- **We empower.** We work closely together to share knowledge, support, and inspire each other through mentorship, encouragement, openness, and trust.
- **We are impactful.** We are committed to bold objectives and driven by the difference we make when we take initiative and use change as an opportunity.

Responsibilities

As policy director, you will lead Eurocities' advocacy strategies towards the European Commission, Parliament and national governments, including EU presidencies. You will be a member of Eurocities' Strategy Team, guide and coordinate the policy and advocacy activities in close collaboration with

colleagues across Eurocities thematic teams, and work closely with our Executive Committee and members more generally.

In close cooperation with the Secretary General, you will strive to ensure that cities have a seat around the table in European decision-making processes. You will identify new trends and seize opportunities to further advance Eurocities' impact. You will engage in strategic partnerships with other stakeholders, including local government networks at the European and national level, NGOs and other external actors to promote sustainable and inclusive cities.

You will oversee the development of all policy statements and ensure the coherence in the positioning of the network across different areas of work. You will represent Eurocities in high-level events and discussions to disseminate our positions as well as cities' contributions and needs.

You will be a team player and ensure cohesive and effective messaging and communication flows, both externally and internally.

Profile

You are an experienced senior professional who is full of initiative, self-driven, curious, creative, flexible and impact-oriented.

You have:

- an advanced degree in political sciences, European relations or other relevant area
- a minimum 10 years of experience with a documented record in driving and managing policy and advocacy in an EU context
- 5 years of experience in managing a team, or in an executive management role
- a strategic mindset and excellent insights into European politics with the ability to connect European goals to local developments
- a thorough experience of working with European policy development and navigating the European decision-making process.
- extensive experience in working with cities and/or on urban affairs
- strong organisational and project management skills, ideally from a membership association
- the ability to deal with competing priorities and work to tight deadlines
- excellent personal written and verbal communication skills, including public speaking
- you are a native speaker or bilingual proficiency in English. Other languages are an advantage.

We offer

- a full-time position as employee, under Belgian legislation. The selected candidate will need to either live in Belgium or be willing to move to Belgium for the duration of the contract (candidates need to provide a Belgian address)
- an open-ended contract, starting in June 2024
- €85,000-€95,000 yearly gross salary, according to profile and experience
- flexible working hours
- part-time teleworking

Benefits

Meal vouchers, pension plan, hospitalisation insurance, public transport costs, 13th month, éco-chèques, 90€ net per month of teleworking allowance, training opportunities.

How to apply

Applicants are requested to send a letter of motivation, explicitly describing point by point their relevant experience, linking it to the requirements for the position and providing examples of successful advocacy strategies that they have implemented, in one page maximum, together with a CV with at least two referees by 12:00 on 14 May 2024 to: Patricia de Wouters, Head of HR, at jobs@eurocities.eu.

Please send the documents in pdf. format and mention 'policy director' in the subject line.

A long list of candidates will be drawn up, with pre-selected candidates invited to complete an assignment. On the basis of the test results, **shortlisted candidates will be invited to an interview.**

Interviews will be held in person from 3 to 5 (afternoon) June 2024.

Only shortlisted candidates will be contacted for an interview. CV and personal data of non-selected candidates are not shared with anyone outside Eurocities and will be deleted immediately after the recruitment process. For more information, read our privacy policy.

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