

Policy and Engagement Officer (gn)

Stellenanbieter: Environmental Justice Foundation

About EJF

The Environmental Justice Foundation (EJF) works internationally to protect the natural world and defend the human rights of those who depend on it. We use powerful films, campaigns, and investigations to expose abuses and drive systemic change, from illegal fishing and deforestation to climate breakdown and threats to environmental defenders.

We believe in equity, transparency, and justice - empowering communities on the frontlines of environmental crises and amplifying their voices to secure lasting change.

EJF is an international organisation with a diverse team working across four continents, united by a shared ambition: to protect people by protecting the planet. We are bold, evidence-led, and impact-driven. We speak truth to power - and we build pathways to a fairer, more resilient future. Join Us.

About the role

As

Policy and Engagement Officer (gn),

you will be working in our team in Berlin towards our goals primarily focussed on ocean conservation and greater transparency in fisheries governance in Europe.

You will provide essential campaign support to the Germany Chief Representative and work closely with the remaining German and wider EU team, by providing support in establishment and strengthening of political relationships, strengthening EJF's visibility, and in planning and conducting campaign actions including events and engagement activities on EJF priority policy objectives. This will include monitoring relevant developments in the Bundestag and wider German policy environment, and translating them into content for internal and external communication.

Initially, the position will focus on supporting the delivery of EJF's objectives on the good enforcement of key fisheries and environmental protection legislation and preventing the rollback of EU environmental standards while strengthening EJF's reputation in Germany. It will also contribute to the operations of the German team, including planning, reporting, and strategic alignment.

This is an exciting and varied role for an early-to-mid-career professional. The position demands policy acumen paired with creative thinking, an ability to quickly grasp new issues,

and a 'can-do' attitude. The successful candidate will have superb interpersonal and communication skills, including the ability to translate policy topics into compelling stories. Direct experience working either on sustainability topics in the industry (e.g. retail, food) or on German/EU policy developments and implementation is desirable.

The Policy and Engagement Officer will be part of the EJV Germany Team, which plays a key role across the global organisation to drive the delivery of EJV's major advocacy and campaign efforts in Europe and across the globe. We deliver an ambitious agenda, grounded in national and EU-level change and impact. This role offers superb opportunities to learn and progress professionally within a high-impact international organisation. Join our world-leading professional team to help protect people, wildlife, and our shared natural world.

Key responsibilities

- Organise outreach activities to drive our campaign success such as parliamentary events, campaign actions and network curation.
- Monitor targeted German policy developments on topics such as the EU Common Fisheries Policy (CFP), fighting illegal, unregulated and undocumented fishing activities (IUU fishing) and deep-sea mining and closely follow the team's strategic campaign and advocacy work.
- Work closely with EJV's global team of researchers, campaigners, and filmmakers to integrate findings into multimedia advocacy outputs.
- Contribute to the development of compelling written and visual content (social media posts, blogs, op-eds, briefings) to amplify campaign messages.
- Drive public engagement and media outreach in collaboration with EJV's communications team.
- Prepare campaign materials and presentations for donors, partners, and public audiences.
- Represent EJV in meetings, conferences, and coalitions, effectively communicating EJV's positions and priorities.
- Engage with external partners, academic experts, and civil society networks.
- Contribute to team reports, funding proposals and donor reporting as required.

Essential skills and experience

- A university degree in political science, communication science, environmental policy, marine science, international relations, or a related field.
- Minimum 4 years of relevant work experience ideally in either:
 - a policy environment (e.g. Bundestag, federal/regional ministry, public institutions);
 - an industry position with strong sustainability / regulatory focus (e.g. CSR, CSDDD/LkSG); or
 - advocacy or campaigning within NGOs, think tanks, or intergovernmental bodies.
- Excellent written and verbal communication skills, with the ability to produce high-quality materials for both expert and general audiences.
- Written and verbal proficiency in German and English (additional languages are a plus).

- Proven ability to work independently, manage multiple priorities, and meet deadlines.
- A demonstrable commitment to environmental justice.
- A demonstrably strong commitment to EJF's Mission, Values and Vision.

Desirable skills and experience

- Strong understanding of German, European or international environmental governance, particularly relating to ocean protection, fisheries policy, or related environmental laws.
- Experience in content creation for (social) media translating technical or policy topics into engaging stories.
- Experience analysing scientific or technical data and translating it into policy-relevant insights and compelling stories.
- Experience in event planning and organisation.
- Existing network of policy, advocacy, NGO or industry contacts relevant to sustainable fisheries and marine conservation.

We strongly encourage candidates from underrepresented backgrounds in the environmental and human rights sectors to apply. If you believe you would be a great fit but don't meet every requirement, we would still love to hear from you.

Benefits

- The opportunity to work at the intersection of environmental protection, human rights, and international policy.
- Professional development opportunities and exposure to high-level advocacy arenas.

In addition, we offer a rewarding package designed to support your well-being, flexibility, and professional growth:

- 28 days' annual leave, increasing after two years of tenure by 1 day each year of additional service, plus additional paid leave between Christmas and New Year.
- Flexible working hours and hybrid working (minimum 3 days in the office).
- Attractive work space in the heart of Berlin currently incl. free coffee, soft drinks and fresh fruit.
- Cycle-to-work scheme.
- A dynamic, supportive, and inclusive working environment, with genuine opportunities for professional development and career progression.
- The chance to contribute to an organisation delivering real-world impact for people and planet.

Bewerbungsprozess

Please apply by May 31 through the application link on our website with a CV and cover letter.

Only shortlisted candidates will be contacted for a quick introductory interview, followed by 1-2

further interviews for selected candidates.

- **Anstellungsart:** Festanstellung
- **Arbeitszeit:** Flexibel
- **Jahresgehalt:** 40.000–50.000 €
- **Berufserfahrung:** 3 - 5 Jahre

Bewerbungsschluss: 31.05.2026

Einsatzort: Berlin / hybrid, Deutschland

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Online-Bewerbung: <https://ejfoundation.org/jobs/policy-and-engagement-officer>

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