



## Junior Expert: Justice, Equity and Democracy

**Start date: 01 March 2025**

**Duration: 24 months (extension intended)**

**Location: Freiburg, Germany**

**Deadline for application: 10 January 2025**

### ICLEI European Secretariat

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✂ [x.com/ICLEI\\_Europe](https://x.com/ICLEI_Europe)

### Do you want to contribute to making our cities better places to live?

ICLEI – Local Governments for Sustainability is a global network working with more than 2,500 local and regional governments committed to sustainable urban development. Active in 125+ countries, we influence sustainability policy and drive local action for low emission, nature-based, equitable, resilient and circular development.

ICLEI's European Secretariat is based in Freiburg (Germany), with specialised offices in Brussels and Berlin. ICLEI Europe has more than 150 staff from all over Europe and beyond, covering a broad variety of professional disciplines and expertise.

Working with us, you will have **opportunities** to:

- Be part of an internationally recognised organisation that inspires, supports and critically evaluates new trends in (co-)creating sustainable urban systems;
- Work with leading urban researchers, politicians and practitioners on European innovation projects, to foster a just transition to sustainability in European cities;
- Help design and implement solutions for local and regional governments in fostering sustainable urban development;
- Contribute to European and international processes that influence policy frameworks on fostering justice, equity, and democracy in the context of sustainable urban development, including the European Green Deal, the Just Transition and Social Climate Funds, etc.;
- Grow professionally in a flexible, family-friendly work environment with opportunities for professional development, European travel, and professional cultural exchange.

We are looking for a new colleague to join our **Justice, Equity and Democracy Team** with the following **experience, skills and character**:

- Completed academic degree or relevant professional training in either environmental governance, urban development, political science, social sciences, or other;
- At least 1 year of professional experience in relevant institutions/organisations, ideally for or with local governments or other public organisations;
- Sound understanding of justice, equity and democracy solutions, key global issues about sustainability at the local government level and policy processes as well as familiarity with participatory and deliberative principles and practices. A broad



understanding of EU frameworks (e.g., European Green Deal) is an asset, as is an understanding of issues linked to employment, skills and social dialogue;

- Very good oral and written communication skills and proficient in English and at least one other European language, spoken and written; more languages are an asset;
- Confident interacting and collaborating with a wide range of partners across disciplines, sectors and cultures;
- Curious, creative, collaborative, able to work in a dynamic international environment and a proactive approach to learning and skill development;
- Proficiency in common office programs (e.g., MS Teams, Word, Excel, PowerPoint, Google suite) and similar software; basic skills in website content management is an asset.

Your position will include the following **main tasks**:

- Responsibility for defined tasks within projects or work areas in the team as delegated with close oversight from line manager (e.g., desk research, analyses, meeting & event organisation, etc.);
- Representative functions as far as they are part of the delegated tasks or especially defined (e.g., presentations and lectures, limited to internal or project meetings, etc.);
- Assist in developing formats of exchange, evaluation, peer-learning and capacity-building for cities;
- Support ICLEI Europe's advocacy work on justice, equity and democracy at European and global level;
- Input in the acquisition of future projects and writing of project proposals.

**We offer you** the following conditions:

- Initial 24 months contract with high potential for extension;
- Gross salary according to the Junior Expert position in ICLEI's salary grid (indicative: EUR 39.000 – 41.000 per annum);
- Place of work: Freiburg;
- 40h working week with flexible working time and the possibility to work up to 50% remotely;
- Six weeks of paid leave per annum;
- Working language is English;
- Occasional travel within Europe is foreseen.

Please note that applicants must – due to legal reasons – hold EU citizenship or a valid EU residence permit and a valid German work permit. Applications not meeting these conditions can unfortunately not be considered.

**Deadline for application: 10 January 2025**

**Please apply in writing, including a CV and letter of motivation to:**  
[jobs.europe@iclei.org](mailto:jobs.europe@iclei.org)





Please note that we review applications continuously upon receipt and early submissions are encouraged. For more information about ICLEI Europe visit: [www.iclei-europe.org](http://www.iclei-europe.org)

**ICLEI Europe's Equal Opportunity and Employment Policy:**

ICLEI Europe's hiring policy is geared to ensure that the organisation hires employees without regard to their race, colour, religion, national origin, citizenship, age, sex, marital status, socio-economic background or sexual orientation. ICLEI's policy is that applicants for employment and career progression are considered solely based on their qualifications and competencies.

