

## VACANCY ANNOUNCEMENT

**Advocacy Officer – Migration enforcement policies and access to services  
Maternity leave cover**

**Start date:** 1 March 2025 (or before, depending on availability)

**Location:** PICUM Office in Brussels

**Application Deadline:** 12 January 2025

### **Position Summary**

The Advocacy Officer (80% position – 30 hours/week) will assist with the implementation of PICUM's work programmes related to **migration enforcement and access to services**. The successful candidate will be an integral part of PICUM's team, supporting our work on migration enforcement policies and in the areas of access to services during the period of maternity cover, reporting to the Director and working closely with relevant members of PICUM's communications, events and advocacy teams. Depending on the circumstances, there could be several weeks of handover with the Advocacy Officers who leads this work, at the start and at the end of the position.

### **Background**

PICUM, the Platform for International Cooperation on Undocumented Migrants, is a Brussels-based network of organisations that seeks to advance social justice and human rights for undocumented migrants, and to achieve improved pathways for regular migration to Europe. Grounded in principles of social justice, anti-racism and equality, PICUM brings together the experiences and expertise of its members, providing a platform to engage policy makers and the general public in the full realisation of undocumented migrants' rights.

Founded in 2001 as an initiative of national-level organisations to mobilise support for undocumented migrants, today PICUM gathers a network of 160 civil society organisations in more than 30 countries. Based in Brussels, the PICUM secretariat leads the network's advocacy, alliance-building, communications and research activities at the EU and international levels and supports PICUM's broad and diverse membership.

### **Main responsibilities**

The advocacy officer is responsible for implementing and reporting on PICUM's work plan on social inclusion and equal access to services for marginalised groups, and contributes to PICUM's work on migration enforcement policies, rule of law and civic space.

Among others, the Advocacy Officer will be responsible for delivering the following:

- Develops, writes and publicises a range of different written materials liaising with other PICUM staff, members and partners, as appropriate.

*During the maternity leave cover, this includes:*

- Drafting a report on homelessness and access to adequate housing for undocumented migrants, with focus on children, families and young people, in partnership with FEANTSA;
- Producing a booklet with stories of racial profiling and arrest practices in different EU member states, in collaboration with ENAR.
- Supports and works with PICUM members to facilitate exchange and learning, and strengthen activities at EU, national and local levels.

*During the maternity leave cover, this includes:*

- Supporting the organization of a member group on children, families and youth focussing on access to housing, together with the Senior Advocacy Officer on Children, families, youth and regularisation;
- Co-organising two online meetings with members on access to residence permits;
- Organising a mutual learning session for PICUM's members to exchange experiences and develop strategies to foster an enabling environment for civil society supporting undocumented migrants.
- Supports PICUM's advocacy work on migration enforcement policies, rule of law and civic space, including by participating in relevant networks, alliances and working groups and supporting advocacy on ongoing legislative files.

*During the maternity leave cover, the relevant EU legislative files include:*

- Return Directive
- Facilitation Directive
- Implementation of the EU Pact on Asylum and Migration.
- Contributes to the development of PICUM's funding applications and work plan, and meeting commitments to current funders, by monitoring and reporting on PICUM's activities and achievements in the relevant work areas.
- Ensures activities and outputs are completed within budget and in accordance with PICUM procedures and contractual obligations, seeking input from Financial Director where necessary;
- Works flexibly alongside other members of the PICUM team to take on reasonable tasks as appropriate over and above those set above.

## **Skills, Knowledge and Experience**

### **Essential**

- Demonstrated commitment to human rights and migrant rights', and to PICUM's values and mission;
- 3-5 years of experience in advocacy (at the EU, national or global level)
- Good understanding of migration policies in the European context and their impact on undocumented migrants;
- Exceptional public speaking and writing skills in English, with the ability to communicate effectively to a variety of different audiences;

- High degree of attention to detail and commitment to quality;
- Strong organisational skills, initiative and follow-through; can work quickly, accurately and juggle multiple tasks;
- Experience in communications and formulating messages to non-expert audiences.

### **Desirable**

- Strong level of French or Spanish (additional PICUM working languages);
- Experience in working in a transnational civil society network or context at the European or global level;
- Experience in project management;
- Experience in organising online and in-person events;
- Lived experience of belonging to a racialised or marginalised group, including based on administrative status;

### **What PICUM can offer**

- 80% position (30 hours/ week) with a determined contract according to Belgian labour legislation. Ideal starting date: 1 March 2025 (or before, depending on availability). End date: 28 February 2026.
- Salary according to the wage scale of the Paritaire Committee 329.01 for an 80% position: approximately € 3.114 - € 3.350 gross per month (based on 3-5 years' experience)
- Meal vouchers, hospitalisation insurance, group insurance scheme (pension plan), thirteenth month, some additional holidays and end of year office closure also provided.
- Teleworking policy (requiring presence at the PICUM office in Brussels minimum twice a week).
- Conditions are according to Belgian legislation including the legal ability to live and work in Belgium.

### **Selection procedure**

At PICUM, we are committed to a diverse and inclusive environment for all our employees. We encourage candidates with diverse backgrounds to apply, including those with lived experience of discrimination, oppression or exclusion based on poverty, gender, racial identity, sexual orientation, gender identity, disability and/or immigration status.

The deadline for applications is 23:59 CEST **Sunday 12 January** (CEST). Please send the completed application form in English to Michele LeVoy, Director at [recruitment@picum.org](mailto:recruitment@picum.org), with your **last name, first name and PICUM Advocacy Officer – Migration enforcement** in the subject line.

The application form can be [downloaded here](#).

Please note that due to our limited capacity, we regret that only shortlisted candidates will be contacted. **Interviews** will take place online the week of 27 January 2025.