

## DIRECTOR OF COMMUNICATIONS

The Center for Intersectional Justice (CIJ) is hiring a Director of Communications from **February 2022 to December 2023** with possibility of prolongation. This role offers competitive conditions, including a full-time salary, flexible working hours, the possibility of home office and a highly creative work environment. **The deadline for applying is February 5th 2022 at midnight.**

### About CIJ

CIJ is an independent nonprofit organisation based in Berlin dedicated to advancing equality and justice for all by combating intersecting forms of structural inequality and discrimination in Europe. We envision a world free of systemic oppression in which each individual has access to resources, voice, power and safety. Such a world will only emerge if we address structural, institutional and historical barriers that have led to marginalization, invisibilization and lack of access and opportunity for minority groups including women, People of Color and Black people, religious minorities, people with disabilities, members of the LGBTQI+ community and working class people. At CIJ, we are committed to making visible and gradually dismantling the global hierarchies which continue to place some groups above others, to allow the equitable, fair and non-oppressive treatment of all people.

CIJ is currently shifting its activities and will focus on bridging the gap between social justice movements and mainstream political debates by curating a stage on which the public discourse on discrimination, oppression and intersectionality can foster systemic change and move away from sterile debates which maintain the status quo. At CIJ, we discuss how we can dismantle oppression, not whether oppression exists.

### Responsibilities

- Design, plan and implement CIJ's entire communication strategy, including social media, website, campaigns, and the promotion and coverage of CIJ's events
- Act as the main contact person for CIJ and work closely with journalists, agencies, partners and other stakeholders (e.g. political decision makers, influencers, social justice leaders, etc.)
- Develop and oversee CIJ's new visual identity and the re-design of the website and social media profiles
- Work closely with the Event Curator to produce content related to CIJ events
- Work closely with the Finance Manager to produce fundraising content
- Produce quality social media content using a mix of formats (video, podcast, cards, etc)
- Use of extensive network to position stories or press releases and measure the impact and reach of these campaigns
- Achieve cohesion and consistency in messaging and tone of voice across channels



- Develop and maintain best practices and ways of working together to ensure continuous improvement, high transparency, and a goal-oriented approach to communication

### Your Profile

- 4+ years of PR and/or communications management experience
- Proven experience in developing and managing PR & communication strategies
- Proven experience of managing stakeholders including relationships with graphic designers and other freelancers who will support in the execution of the communication strategy
- Outstanding verbal and written communications skills in English and German
- Excellent content creation, editorial and copywriting skills in English and German
- Highly independent and autonomous working style
- Creative mind, hands-on mentality and strong sense of initiative
- On the pulse politically in order to respond fast to current events
- Extensive network of media contacts, activists, influencers and key figures in the anti-discrimination and social justice scene
- Proven track record of public speaking
- Ability to engage younger and older generations alike, online and offline
- Proven experience with planning and managing tight budgets
- Excellent time management and organization skills with the ability to manage multiple projects simultaneously
- Full professional proficiency in English and German

A good fit for this role is someone who can translate the content of our work in an accessible and appealing way through social media, articles, and various other platforms. Our culture attracts proactive change makers who exhibit integrity, courage, willingness to challenge the status quo and an open heart. If this resonates with you, we'd be happy to hear from you!

### Our Offer

CIJ is an organisation with a high degree of flexibility and room for introducing and developing new ideas, as well as a strong potential for professional development. CIJ provides an excellent learning environment and strives to build a positive, respectful, constructive and appreciative working culture where opinions and feedback are highly valued. This role provides a unique platform to develop and contribute their efforts towards intersectional justice.

CIJ is committed to building a team that represents a variety of backgrounds, identities and perspectives. Our motto is "nothing for us without us", as we believe that the people personally affected by social injustice should take on leadership roles. We therefore particularly encourage applications from people personally affected by several forms of structural/systemic discrimination.

Due to capacity constraints, only shortlisted candidates will be contacted. The interviews (held in English and German) will likely take place during the first two weeks of February. We look forward to receiving your applications!

To apply, please fill out **this form**.

