



**We are hiring a**

## **SENIOR COMMUNICATIONS OFFICER**

[Seas At Risk](#) is a Brussels-based NGO campaigning for the protection and restoration of the marine environment. Together with its 30+ members from all over Europe, it works to make sure that life in our seas and oceans is abundant, diverse, climate-resilient, and not threatened by human activities.

We are looking for a creative and experienced **Senior Communications Officer** to join our Communications Team. Reporting to the Communications Director, you will lead on strategy, content creation and media engagement to raise SAR's profile and impact.

### **Key Responsibilities**

- Develop, lead and implement communications strategies for one or more of SAR's key policy areas.
- Contribute to the organisation-wide communications strategy and annual planning.
- Develop media and campaign messages and stories based on robust data and evidence aiming to influence policy-makers across Europe.
- Produce and edit high-quality content including newsletters, briefings, reports, and brochures.
- Manage the SAR website – design, content updates, and optimisation.
- Create compelling visual content (graphics, infographics, videos, animations) using tools such as Canva and Adobe.
- Build and maintain strong media relations; draft press releases and conduct media monitoring.
- Manage SAR's social media channels; develop content and provide performance analytics.
- Identify new conversations, social movements and opportunities, and support the team in seizing new opportunities to increase our media and campaigns impact.
- Lead on communications for events and campaigns.
- Collaborate with EU institutions, member organisations, and NGO partners.
- Provide expert communications advice to staff and support coalition work.
- Contribute to fundraising efforts by supporting grant writing, budget planning, and reporting.
- Manage communications budgets and oversee external contractors and service providers.

### **What We're Looking For**

- At least 6 years of professional experience in communications, preferably within the NGO, environmental or political sector, and a relevant university degree or equivalent.
- Excellent writing and editing skills in English (additional languages are a plus).
- Strong strategic thinking and project management skills.
- Proven experience with digital tools, web content management, and multimedia production.

- Solid understanding of the EU institutions and marine/environmental policy is an asset.
- Ability to work both independently and collaboratively in an international team.
- Commitment to SAR's mission and values.
- Experience conceiving and directing public-facing campaigns and crafting campaign-style messages.
- A track record engaging and developing relationships with journalists and media outlets.
- Experience working in coalitions and developing strong networks and relationships with EU institutions, NGOs and other relevant stakeholders.

## What We Offer

Seas At Risk offers the opportunity to work in a growing NGO with a stimulating, informal, flexible and multicultural working environment. The post is based in Brussels, full time, with a contract of indeterminate duration, to start as soon as possible. We offer a competitive salary (senior pay range extends from approximately 4,200 EUR to 5,400 EUR gross, depending on relevant experience), coupled with various benefits including a holiday bonus, 13<sup>th</sup> month, pension scheme, health insurance, lunch vouchers, working from home and representation allowances, contribution to public transport costs, and 32 days of paid leave.

## Self-Assessment

PLEASE, READ THIS CAREFULLY: Before submitting your application take time for a self-assessment according to the criteria important for this position. We encourage you to be honest in this exercise, as this self-assessment will help you to evaluate if this position is for you.

Please score each criterion from 0 to 3 (0 = not at all; 1 = rather not; 2 = yes, partly; 3 = yes, absolutely). Then sum up the scores to obtain the total.

Criteria (Score: 0 = not at all; 1 = rather not; 2 = yes, partly; 3 = yes, absolutely)		Score
1	I have good general education, including a relevant university degree or equivalent.	
2	I have at least six years of experience working on external communications, including the development of high impact communications strategies.	
3	I share the values and convictions of SAR.	
4	I have experience conceiving and directing public-facing campaigns and crafting campaign-style messages.	
5	I have a track record of establishing and developing relationships with journalists and media outlets.	
6	I have excellent written and oral communication skills in English.	
7	I have previously organised conferences or other big events.	
8	I would enjoy working in an international and multicultural context.	
9	I have a good understanding of the functioning of the EU institutions.	
10	I am at ease with computers and learn quickly to use new programmes and platforms.	
11	I am flexible and able to adapt to changing circumstances (e.g. multiple assignments, working under pressure, responsiveness to requests, follow-up of decisions).	
12	I am open, creative and able to propose and integrate new ideas and approaches.	

13	I am happy to occasionally travel for work and to exceptionally work on evenings or on weekends.	
14	I have strong self-motivation, curiosity and willingness to learn.	
<b>TOTAL</b>		
15	I have the right to work in Belgium/an EU work permit and willingness to establish residence in Belgium.	Yes/No

Before submitting your application, please answer the following questions to assess whether you are eligible to apply for this position:

Question	Answer
Is your total score more than 28?	<p>NO: Your profile doesn't match our criteria, and you should not apply for this position.</p> <p>YES: We are happy to receive your application (if your answer to the next question is YES, too).</p>
Did you answer 'Yes' to question 15?	<p>NO: Unfortunately, you cannot apply for this position.</p> <p>YES: You can apply for this position. Please send your application.</p>

If you are qualified to submit your application, please attach the self-assessment with your scores to the cover letter. Please consider that any application sent without individual scores, or with a total score of less than 28 will be automatically discarded.

### How To Apply

Send the following (in English) to [secretariat@seas-at-risk.org](mailto:secretariat@seas-at-risk.org) with the subject line 'Senior Communications Officer – your surname and name':

- A letter (max. 1 page) explaining your motivation, values and qualifications that you feel you can bring to the role and how you meet the job requirements.
- Your CV.
- The self-assessment score card.
- A sample of a communications strategy that you have developed in the past.
- An article or any other written material representing your writing skills in English.
- Contact details of two referees.

**Application Deadline: 31 July 2025.** Interviews will begin week commencing 11 August.