

Legal and policy traineeship

Equinet, the European Network of Equality Bodies, brings together specialized Equality Bodies from European countries set up to promote equality and combat discrimination on the grounds covered by the EU Equal Treatment legislation (gender, racial or ethnic origin, religion or belief, disability, age or sexual orientation) and beyond.

The Equinet Secretariat is opening a **6 month-long traineeship position** to assist the team of 9 staff members, starting in February 2024. The trainee will in particular assist the policy and legal team in carrying out activities and tasks related to the delivery of the activities planned in 2023.

This is a **fulltime (38 hours/week) paid traineeship** to be performed remotely and at the **Equinet secretariat, located in Brussels, Belgium** (if situation allows). The traineeship fits into the framework of a Convention d'Immersion Professionnelle under Belgian law. **Under the legal internship scheme used, candidates should:**

- be less than 30 years old,
- be recent graduates (do not apply if you have not finished your studies, thesis included) in a field related to the responsibilities required for the position, and
- already have the legal right to work in Belgium (non-EU citizen already legally registered in Belgium or EU citizen).

This program offers a monthly compensation of EUR 1,250 and includes the reimbursement of commuting costs (if working at the office) along with EUR 8 face-value meal vouchers (one per day worked, only valid in Belgium), 13 days of holiday and paid sick leave. This is a hybrid program, requiring presence at a minimum 2 days/week in the office in Brussels. The traineeship will only start once the authorization has been received from Brussels professional education authorities (Bruxelles Formation). This process can take up to 10 working days following submission of the request.

The Equinet Secretariat is an equal opportunities employer and is committed to equal opportunities for all irrespective of gender, sexual orientation, religion or belief, race or ethnicity, age, or

disability. With a view to contributing to full equality in practice and compensating for disadvantages, it applies positive action measures. Taking into account the Equinet Secretariat team composition and previous traineeships, in case of equally qualified and suitable candidates, Equinet will choose the person with a minority background unless there are other factors that should tilt the balance in favour of the other candidate(s). Therefore, we warmly encourage and invite persons from minority backgrounds to apply for this position.

Traineeship description

Legal and policy

- Support in organizing various events for Equinet, including awareness-raising events for external partners and capacity-building events for Equinet members.
- Support in drafting and editing internal and external documents prepared by the Legal and Policy team, including for instance Equinet reports for publication, internal briefing notes in support of meetings with external stakeholders and submissions to relevant EU consultations.
- Support in creating content for Equinet's Equality Blog, including editing blog posts, liaising with external blogpost authors and potentially drafting own blog posts.
- Monitoring legal and policy developments on equal treatment, anti-discrimination and gender equality at European level, including monitoring case law of the ECtHR and CJEU.
- Assistance in collecting content for Equinet newsletters and other materials.

Events

- Contribute to the successful development and delivery of the Equinet events planned for the period covered, with a particular focus on the content and policy aspects.
- Take minutes and support the production of event summaries and evaluation reports.
- Attend external events on behalf of Equinet and report back to the team.

Other tasks

- Any other tasks relevant to the position as directed by and agreed with the team.

Profile specification

Essential skills and profile features

- Education background relevant for policy and legal work in the field of equality
- Limited traineeship experience – maximum two previous traineeships
- Excellent command of (written and spoken) English
- Excellent organisational skills with an eye for detail, and a sense of initiative
- Strong interpersonal and problem-solving skills
- Adaptability and ability to work in a team and with professionals in an international/multicultural environment
- Personal commitment and/or background in non-discrimination, equality and human rights
- Familiarity with EU legal and policy framework

Desirable/assets (useful additional experience/knowledge)

- Sound understanding of pan-European membership organisations;
- Familiarity with the work of National Equality Bodies.

An Equinet traineeship offers

- A working experience in a pan-European membership Network;
- Developing knowledge of the work of the EU institutions and the National Equality Bodies in Europe in a context of anti-discrimination and equal treatment legislation;
- Opportunity to participate in European-level Equinet events designed for experts from Equality Bodies and external stakeholders;
- Opportunity to better understand and take part in legal and policy processes and activities at the European level
- A supportive and safe work environment that celebrates your individual talents and welcomes you as part of the team.

Application

If you fit the application criteria, we welcome your application and invite you to **please fill out the online application form and submit it, together with your latest CV (both in English), by 10 December at 23:59 CET.**

Candidates will be shortlisted for an online interview based on the relevance of their background for this position, their expressed motivation for the tasks and responsibilities at hand, and their earliest availability.

Please note that only shortlisted candidates will be contacted for an interview, which will take place at the beginning of January. Contemplated starting date for the traineeship: as soon as possible.