



Call for candidates for a secondment

Policy Adviser

Directorate General of Democracy and Human Dignity



Location: Strasbourg

Would you like to contribute to the activities of an international organisation working for human rights, democracy and the rule of law? Are you an international, national, regional or local official or otherwise eligible for a secondment to the Council of Europe in accordance with your national legislation? Are you working in the field of anti-discrimination, gender equality, gender mainstreaming or women's rights? If so, this opening for a secondment may be the right opportunity for you.

Who we are

With over 2 200 staff representing all its 46 member States, the Council of Europe is a multicultural organisation. We all strive towards protecting human rights, democracy and the rule of law and our three core values - **professionalism, integrity and respect** - guide the way we work.



The Directorate General of Democracy and Human Dignity invests in democratic security for Europe by working with member States in three main areas: reinforcing democratic institutions and citizens' trust in them; building inclusive societies free from discrimination, hate and violence; helping young people to be confident in a common European future.

Your role

As a Policy Adviser you will:

- ▶ contribute to the design, planification and implementation of intergovernmental and co-operation activities, notably as regards Ukraine, in the field of gender equality, in line with the objectives of the Council of Europe Gender Equality Strategy 2024-2029. This will include:
 - supporting the Council of Europe's intergovernmental and/or gender mainstreaming activities, in particular through the provision of relevant policy advice, information documents, briefing notes, speaking notes and meeting reports;
 - providing advice on gender equality standards and standards on preventing and combating violence against women in the context of cooperation activities, notably those benefiting Ukraine;
 - contributing to the organisation of conferences, thematic events and awareness-raising activities relating both to cooperation with Ukraine and to the broader intergovernmental programme on gender equality and gender mainstreaming.

What we are looking for

■ As a minimum, you must:

- ▶ hold a higher education degree or qualification equivalent to a masters degree (2nd cycle of the [Bologna process framework of qualifications for the European Higher Education](#)) in law, political science, economics or other relevant field;
- ▶ have a minimum of 3 years of relevant professional experience in the field of anti-discrimination, gender equality, gender mainstreaming or women's rights;
- ▶ have a very good knowledge of one of the Council of Europe's official languages (English/French) and basic/good knowledge of the other;

■ be a citizen of one of the 46 member States of the Council of Europe;

■ Demonstrate to us that you have the following competencies:

- ▶ Professional and technical expertise:
 - very good knowledge of gender equality or anti-discrimination policies
- ▶ Drafting skills
- ▶ Concern for quality
- ▶ Teamwork and co-operation
- ▶ Planning and work organisation
- ▶ Service orientation
- ▶ Adaptability
- ▶ Resilience
- ▶ Learning and development

What we offer

■ If selected, a secondment at grade A1/A2 may be offered for a minimum period of one year, starting on 1 September 2025. The secondment may be prolonged or renewed, but the total duration may not exceed three years, except in cases of derogation granted by the Secretary General.

■ Throughout the period of secondment, you shall remain in employment or be paid by the member State from which you are seconded and shall receive no salary and no social and medical cover from the Council of Europe.

■ This secondment does not foresee either the relocation allowance or the travel expenses from the Organisation as indicated in Article 23 of [Committee of Ministers' Resolution CM/Res\(2012\)2](#).

You will also be entitled to 32 working days leave per year and other benefits (including flexible working hours, training, possibility of teleworking, etc.).