Job Vacancy at the ENNHRI Secretariat

Human Rights Officer

1. Background

ENNHRI is the European Network of National Human Rights Institutions. We bring together over 50 National Human Rights Institutions (NHRIs) across Europe to enhance the promotion and protection of human rights in the region. NHRIs are state-mandated bodies, independent of government, with a broad constitutional or legal mandate to promote and protect human rights at the national level. They are accredited by reference to the UN Paris Principles to ensure their independence, plurality, impartiality, and effectiveness. ENNHRI is one of four regional groups of NHRIs, which together make up GANHRI, the Global Alliance of NHRIs.

Our Permanent Secretariat, based in Brussels, supports and facilitates ENNHRI's work, including: assisting in the establishment, strengthening and accreditation of NHRIs; facilitating capacity building and training; coordinating exchange of information and good practice among members; engaging with regional mechanisms; and intervening on legal and policy developments at a European level.

ENNHRI is looking for a **Human Rights Officer**, to support the work of the network in coordinating ENNHRI's work on the implementation of European human rights conventions, democracy and rule of law and Human Rights Defenders/ civic space.

2. Key Responsibilities

ENNHRI's Human Rights Officer will focus on ENNHRI's work on the implementation of European human rights conventions, rule of law, democracy and Human Rights Defenders/ civic space, including:

- Developing and coordinating ENNHRI activities on:
    - the implementation of the European Convention on Human Rights (ECHR), including facilitating ENNHRI interventions before the European Court of Human Rights (ECtHR) and supporting execution of ECtHR judgments;
    - the implementation of the EU Charter of Fundamental Rights;
    - annual reporting on rule of law, and associated follow-up.

- Supporting ENNHRI's work on democracy.
- Supporting ENNHRI's work on Human Rights Defenders and civic space.
- Facilitating exchange and joint work of members, including through the Legal Working Group.
- Collecting and analysing information on members' needs and expertise.
- Supporting member peer exchange and capacity-building in the relevant areas.
- Reviewing relevant developments at the European level to share with members.
- In consultation with members, developing advocacy and related external engagement.
- Cooperating with members, Secretariat colleagues, GANHRI and partners.
- Any other reasonable duties as are required by the ENNHRI Secretariat, in line with the general responsibility of the role, including occasional travel.

3. Person specification

Essential criteria:

- At least three years of relevant professional experience.
- Experience working with the European human rights and policy frameworks.
- Experience working in Europe on human rights aspects of democracy and rule of law.
- Professional working level of English.
- Excellent communication and inter-personal skills.
- Excellent organisational and writing skills.
- Ability to work both in a team on own initiative.

Desirable criteria:

- Experience working with NHRIs.
- Experience working with or for a membership organisation.
- Experience working in an international environment.
- Excellent computer skills.
- Additional language skills.

4. Terms and conditions

This is a full-time post to be performed at the ENNHRI Secretariat in Brussels, reporting to a Senior Human Rights Officer. You will also work closely with other colleagues at the ENNHRI Secretariat and ENNHRI members.

The post requires occasional travel within Europe. The starting date is as soon as possible following interview (January 2026). Permanent staff members are required to be based in Brussels, and ENNHRI has a hybrid working approach and teleworking policy.

ENNHRI offers an open-ended Belgian employment contract, which is subject to funding and performance. The remuneration includes a fixed gross monthly salary and many additional benefits. In line with ENNHRI's Salary Scale, the salary offered is approx. €4,000 gross per month, as well as a statutory holiday payment (92% monthly salary), a 13th month salary, and other benefits (such as monthly STIB travel pass, hospitalisation insurance, pension contributions, teleworking allowance, lunch vouchers and eco-cheques). The holiday entitlement is 26 days (pro rata), plus public holidays.

ENNHRI is an equal opportunities employer.

5. Application procedure

If you are interested in joining ENNHRI for this role, please submit your CV and a cover letter through the online form here. Please note you will also need to provide brief responses to three questions in the online form. In addition, please do not use Artificial Intelligence to develop your application. We intend to only withhold candidates which provide their own, original application suited to this specific post at ENNHRI.

The deadline for applications is **23:59 CET on Monday 1 December 2025**. Shortlisted candidates will be invited to complete a written assignment and interview.

Written assignment and interviews are expected to be held on 18 December 2025 in Brussels. ENNHRI will cover reasonable costs of travel for those selected for interview. The starting date is January 2026. For further information, please contact: Sandra Rossi.

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