

Job Title: Learning and Community Engagement Manager

Location: Brussels, Belgium (FEBA Office)

Eligibility: All candidates must hold the right to work in Belgium

Contract Type: Full-time (40h/week), fixed-term contract (14 months, CDD), with possibility of extension based on performance and funding

Reports to: Senior Programme Manager

Salary Range: €3,000 – €4,000 gross/month (depending on experience)

Closing Date: Friday 26 June 2026 (17:00 CET)

Starting Date: As soon as possible

Summary

The European Food Banks Federation (FEBA) is the largest food banking network in Europe, supporting members across more than 28 countries to fight food insecurity and reduce food loss and waste. FEBA's strategy for 2030 aims to strengthen network impact through data, digitalisation, partnerships, and - critically - structured learning and knowledge exchange across members.

The Learning and Community Engagement Manager will play a central role in **transforming FEBA into a learning-driven network**. The position will design, implement, and scale **structured knowledge-sharing, peer-learning, and community engagement initiatives** across the network, ensuring that:

- Proven practices are captured, translated, and scaled
- Members are connected based on needs and strengths
- Learning becomes practical, actionable, and embedded across operations

This role is critical to delivering FEBA's ambition to:

- Advance network learning through platforms such as NEST (FEBA's knowledge and community platform)
- Facilitate targeted peer-to-peer exchanges
- Strengthen data-driven insights, continuous improvement, and feedback loops
- Support the Accelerator programme and thematic initiatives.

What we offer

In addition to the salary, we offer a range of additional benefits to our employees. They include:

- Monthly home working allowance of €150 per month (for full-time employment, pro rata if part-time)
- Monthly transport cost allowance of €50 per month (Brussels-based, pro rata if part-time)
- Meal vouchers (Monizze) are provided with a face value of €10 for each day worked (employer contribution is €8.91 per day, employee contribution is €1.09 per day)
- DKV Hospitalization insurance (for the employee, the affiliation is paid by the employer, the employee can affiliate his family members for a fee)

- 20 legal holidays per annum – pro rata to the number of days worked the previous year in Belgium
- 12 additional holidays (RTT) per annum, each credited per actual month worked
- Group Pension Plan scheme (Securex) with a 3% employer's contribution
- Double holiday pay (double pécule de vacances), paid out in May - pro rata to the number of days worked in the previous year in Belgium
- Prime fin d'année (End of year bonus based on the CP337)
- We offer a hybrid working arrangement with up to two days of home working per week. We understand the importance of work-life balance and strive to accommodate our team members' preferences whenever possible.

Responsibilities

Knowledge Strategy and Learning Development

- Develop and implement a FEBA-wide knowledge and learning strategy
- Structure learning into modules, pathways, and formats aligned with the Accelerator programme and thematic priorities
- Translate operational experience into replicable tools, playbooks, and guidance
- Ensure approaches are practical, member-driven, and tailored to different organisational contexts and capacities.

NEST Platform and Digital Community Building

- Lead the development and activation of the NEST platform for knowledge exchange and community-led initiatives
- Curate and manage: knowledge repositories (guides, templates, case studies); community groups (logistics, fundraising, digital, policy); discussion forums and engagement formats)
- Drive members' active participation across the platform.

Peer-to-Peer Learning and Community Facilitation

- Design and facilitate targeted peer-learning, including: 1:1 mentoring; small-group thematic exchanges; cross-country collaborations
- Connect members based on: operational maturity and capacity; operational needs; areas of expertise.

Monitoring, Insights and Learning Loops

- Work closely with the Data team to: translate data into actionable learning; identify best practices and performance gaps; feed insights into learning modules and community discussions
- Develop learning summaries and insight-sharing resources for members

Support to Accelerator Programme and Thematic Initiatives

- Integrate learning into priority initiatives, including: Accelerator programme; delegated distribution / digital platforms; fundraising and organisational development
- Develop and manage learning modules and training content
- Ensure learning approaches are embedded across programme cycles (diagnostic, roadmap, implementation, monitoring and evaluation).

Content Development and Knowledge Products

- Lead the creation of: practical guides; case studies and success stories; toolkits and templates
- Work with the Communications team to: turn knowledge into accessible; engaging formats; support storytelling linked to impact and learning.

Community Engagement and Network Activation

- Design and deliver engagement formats, including webinars, workshops, learning series, community-led initiatives
- Foster cross-country collaboration and mutual support across the network.

Key Deliverables / Success Indicators

- High adoption and engagement of the **NEST platform**
- Increased participation in **learning activities** (measurable improvement in member capabilities; programme outcome, e.g. Accelerator programme impact)
- Strong pipeline of **practical knowledge products**
- Clear linkage between **data insights, learning, and operational improvement**

Qualification and Experience

- Bachelor's degree or equivalent professional experience in sustainability, or related field
- Minimum 4- 5 years' experience in a similar or related role – ideally adjacent to the food sector
- Proven ability to design and scale learning systems or communities of practice, and to translate complex content into practical tools and resources
- Previous stakeholder management experience across diverse cultural and organisational contexts

Skills and Competencies

- Demonstrable experience in knowledge management, learning, community engagement

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- Strategic thinking with a strong delivery and execution mindset
 - Ability to connect people, knowledge, and systems
 - Strong facilitation and communication skills
 - Excellent writing, editing, and negotiation skills in English (French or other European language an asset)
 - Ability to plan, prioritise and manage multiple projects in a fast-paced environment
 - High level of autonomous, sound judgement, and problem-solving skills
 - Proactive, solutions-oriented mindset

Assets (highly desirable)

- Experience with:
 - Digital platforms (community platforms, LMS, knowledge hubs)
 - Data-driven learning or MEL systems
 - Food systems, circular economy, or social sector networks
- Understanding of:
 - Peer-learning methodologies
 - Capacity-building programmes

Additional Requirements

- Candidates must be entitled to work in Belgium and ideally should be based in Brussels
- Willingness to travel abroad throughout the year.

Diversity and inclusion at FEBA

At FEBA, we are committed to fostering a diverse and inclusive work environment where every team member is valued and empowered. If you are passionate about making a tangible impact on the fight against food insecurity and food waste across Europe, we invite you to apply for this opportunity.

How to Apply

Interested candidates are invited to send their CV (max 2 pages) and cover letter (1 page) in PDF format to recruitment@eurofoodbank.org, with the subject line 'Learning and Community Engagement Manager'.

The application deadline is **Friday, 26 June 2026** (17:00 CET)

Applications will be reviewed on a rolling basis. Only shortlisted candidates will be contacted.