Seas At Risk is looking for a

MARINE POLICY OFFICER

Seas At Risk (SAR) is a Brussels-based NGO campaigning for the protection and restoration of the marine environment. Together with our 38 member organisations from all over Europe, representing millions of citizens, we promote ambitious policies at European and international level to achieve a healthy, thriving and climate-resilient ocean that supports all life.

We are looking for a policy officer to join our advocacy team for a year, with a view to a longer period if funding allows. Reporting to the Advocacy Director, you will work on our biodiversity programme which aims at better ocean governance, a just transition to low impact fisheries and restoration of marine ecosystems. You will focus on nature restoration and Marine Protected Areas (MPAs) (as maternity cover in the first half year) and collaborate on our work on the European Ocean Act, Multiannual Financial Framework, and fisheries. The role will involve advocacy and collaboration with our members and partner NGOs.

Key responsibilities

- Monitor EU policy developments in relation to marine ecosystem restoration and protection.
- Inform and support SAR members on national nature restoration plans and MPA developments, and coordinate national activities to influence EU policy developments.
- Implement and further develop SAR's advocacy strategy on nature protection and restoration.
- Support implementation of SAR's advocacy work on ocean governance and fisheries.
- With the support of colleagues, ensure effective project management, including project budget management.
- Draft position papers, policy briefings and reports.
- Organise workshops and events.
- Liaise with the EU institutions (European Parliament, European Commission, Permanent Representations).
- Represent SAR at events and speaking opportunities.
- Coordinate activities with other environmental and civil society organisations.
- Support fundraising, write grant proposals, report to funders.
- Contribute to other SAR workstreams when needed.

What we're looking for

- At least two years of relevant work experience, preferably within the NGO, environmental or political sector, and a relevant university degree or equivalent.
- Experience in advocacy, ideally on marine issues, and towards EU institutions.
- Good insight into the functioning of the EU institutions.
- Experience working in coalitions and developing strong networks and relationships with EU institutions, NGOs and other relevant stakeholders.
- Ability to work both independently and collaboratively in an international team.

- Strong organisational ability, output oriented, proactively seeking out solutions and taking initiatives.
- A passion for the ocean and environmental conservation
- Commitment to SAR's mission and culture statement.
- Knowledge of environmental and governance aspects of nature restoration and fisheries is an asset.
- Excellent spoken and written English; knowledge of other languages an asset.

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 one year with a view to extension if funding allows, to start as soon as possible. We offer a competitive salary (officer pay range extends from approximately 3,500 EUR to 4,700 EUR gross, depending on relevant experience), coupled with various benefits including a holiday bonus, 13th month, pension scheme, health insurance, lunch vouchers, working from home and representation allowances, contribution to public transport costs, and 32 days of paid leave. SAR employees are expected to work from the office at least one day per week.

How to apply

Send the following to secretariat@seas-at-risk.org with the subject line 'Marine Policy Officer – your name and surname':

- 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 (see below).
- An article or any other written material representing your writing skills in English.

We are an equal opportunity employer and encourage applications from a diverse range of candidates. Please do not use pictures in your CV. Do leave out any information that may contribute to unconscious bias such as reference to your nationality, date or place of birth.

Deadline for applications is 9 December 2026. Interviews will be scheduled in the week of 14 December 2026.

Only candidates selected for interview will be contacted. Thank you for your understanding.

Sell-assessment form

PLEASE, READ THIS CAREFULLY: Before submitting your application take time for a self-assessment according to the criteria we think are 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 include the self-assessment along with your application. Applications without the self-assessment scorecard will be automatically rejected.** Please score each criterion from 0 to 3 (0 = not at all; 1 = rather not; 2 = yes, partly; 3 = yes, absolutely). Then add 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 the required general education, including a relevant university degree or equivalent.	
2	I have at least two years of relevant work experience.	
3	I have excellent written and oral communication skills in English.	
4	I'm flexible, willing to learn and able to adapt to changing circumstances (e.g. multiple assignments, working under pressure, responsiveness to requests, follow-up of decisions)	
5	I have knowledge of environmental and governance aspects of nature restoration and/or fisheries.	
6	I have a good understanding of the functioning of the EU institutions.	
7	I share the values and convictions of SAR.	
8	I am open, creative, and am analytical and a strategic thinker.	
9	I enjoy working in an international and multicultural context.	
10	I am happy to travel occasionally for work and to exceptionally work on evenings or on weekends.	
TOTAL		
11	I have the right to work in Belgium/an EU work permit and willingness to establish residence in Belgium.	

Before submitting your application, please answer the following question and you will know if you should apply for this position:

Question	Answer
Is your total score more than 20?	YES: We are happy to receive your application. NO: Unfortunately, your profile doesn't match our criteria, good luck finding a suitable position.
Did you answer 'Yes' to question 11?	NO: Unfortunately, you cannot apply for this position. YES: You can apply for this position. Please send your application.