



Terms of Reference / Job Description

Policy Officer

ICRSE is seeking to recruit a policy officer who will support the advocacy work of ICRSE and its members. ICRSE will consider applications from individuals based in Europe interested in working either as consultant (based in any country in Europe) or staff member (based in the Netherlands).

The work will require a combination of strong interpersonal and writing skills, experience in advocacy work and an ability to recognise and respond to different members' needs through effective multi-lingual communication tools, networking and consensus building. To plan and deliver on this work the successful applicant will need to work closely with the Board and clusters/action teams of ICRSE members to ensure the consultation process is appropriate and in line with the ICRSE strategic policy objectives for 2012- 2015.

This post will support the work of the ICRSE in realising its four strategic aims:

- To challenge policy and legislative barriers that prevents the fulfilment of sex workers' human and labour rights.
- To establish ICRSE as an influential body in European policy forums.
- To build a movement of and for sex workers in Europe – building capacity for activism and advocacy.
- To create a sustainable organisation providing leadership in European sex worker activism.

This is an interesting and challenging position that requires a high degree of autonomy and initiative and the ability to interact effectively with a wide range of national, European and international stakeholders.

The post holder will be expected to undertake the following tasks:

- To develop and test a model for activism and advocacy, focusing on aspects of the Nordic model and the conflation of trafficking and sex work; to identify criteria, including partnerships, legal framework and political viability, for the selection of two member countries of ICRSE, where the new model for activism and advocacy will be developed and tested; to select two member countries in consultation with Board and members;
 - To map current points of influence in the selected countries, and design an action plan to address key political points;
 - To document the testing process and develop an advocacy tool for other members on how to influence or challenge specific areas of policy or legislation of Nordic model, based on community based research (collecting evidence) and the lessons learnt from the two selected member countries where the model will be tested;
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- To establish clusters and action teams with an intelligence function to inform specific policy or legislative goals and prepare policy briefing papers. To coordinate and support their work at distance;
- To establish strategic alliances with other movements or national campaigns in line with ICRSE's own policy or legislative change goals, and create links with key players in the field of European policy formation;
- To increase ICRSE visibility and advocacy efforts through attendance at significant conferences, engaging in public forums and discussions, disseminating ICRSE's work to audiences in and outside Europe;
- To identify policy priorities informed by sex workers on a rolling basis, to take a lead with policy matters, to develop the capacity to react quickly to key political decision making moments within European policy forums, and to build skills, confidence and tools for international activism;
- To maintain regular communications with the Board, Secretariat (to be established) and members;
- Other tasks assigned by the Board reasonably falling within the scope of the post.

DELIVERABLES

The post holder will deliver:

- A list of criteria including partnerships, legal framework and political viability, to nationally undertake activism and advocacy to challenge aspects of the Nordic Model in two member countries of ICRSE;
- An action plan and tools for advocacy to challenge aspects of the Nordic Model in two selected member countries based on a mapping of current points of influence and evidence based arguments;
- An advocacy model and recommendations for ICRSE members on how specific areas of policy or legislation of the Nordic model can be influenced or challenged, based on the documented experiences and lessons learnt from the two selected member countries where the model of advocacy will be tested;
- A mapping of the key players in the field of European policy formation and the links established;
- A structure of clusters and action teams of members to inform policy goals and prepare policy briefing papers; progress reports on the work of policy clusters;
- Reports of meetings with strategic allies, list of alliances established and events attended;
- A structure that allows ICRSE to quickly react to key decision making moments within European policy forums;
- Final narrative report of implemented activities.

PROFESSIONAL EXPERIENCE REQUIRED:

1. Awareness of the issues affecting sex workers regionally, an extensive knowledge of practices, policies and legislation impacting upon sex work and sex workers, an understanding of the sex workers movement, a shared commitment to ICRSE core values;
2. Experience in advocacy, by preference at European level;

3. Experience of writing for international audiences and at a variety of levels, creating policy papers, producing written papers and reports;
4. Experience of working within a multi-lingual environment, providing appropriate language support and working with groups and individuals whose first language is not English;
5. Excellent interpersonal and communication skills with a diverse range of individuals and organisations, including the ability to communicate face to face and on the telephone, ability to make presentations effectively;
6. Experience of developing and implementing effective consultation processes using ICT tools;
7. Experience of and ability to develop, implement, monitor and evaluate projects, working on own initiative, managing own time and workload effectively to demanding deadlines and under pressure;
8. An innovative and flexible approach and a commitment to team working with good organisational skills and the ability to motivate and mobilize those around you;
9. Excellent oral and written English;
10. Ability to recognise and develop professional and personal boundaries.

We strongly encourage individuals with personal experience in the sex industry and individuals with knowledge in more than one language spoken in Europe to apply for the post.

BUDGET & TIMESCALE

The successful applicant will sign a 8 months contract, with possible extension.

The ICRSE has a maximum of 30.000 \$ available to support this work, including travel, communication costs and other necessary costs.

INTERESTED?

Request an application pack, including an application form that must be used for all applications, from info@sexworkeurope.org .

DEADLINE

Please submit your application form at info@sexworkeurope.org no later than 9th of March, 2012, 17:00h Central European Time.

We will notify all applicants individually within 10 days after the application deadline and once selection decisions have been made.