

Advocacy Director (17-month parental leave cover)

Lead global advocacy for open ESG data and corporate accountability.

Organization: [Wikirate International e.V](#) (non-profit)

Location: Berlin, Germany (hybrid) or remote within the EU

Contract: 17 months parental leave cover (Jan 2026 – June 2027), renewable

Hours: Part-time or Full-Time, Occasional travel with overnight stays, as well as evening and weekend duties may be required.

ABOUT WIKIRATE

Wikirate empowers people and organizations worldwide to hold companies accountable for their environmental, social, and governance (ESG) impacts. By collecting and sharing open data, we help changemakers drive transparency, influence corporate behavior, and shape policies for a more sustainable world.

Though the Wikirate platform covers a wide range of ESG issues, the Wikirate team is not specialized in these topics. Rather the organization is the data expert that advocates for open and reliable data, hosts the platform and supports the community in achieving their goals on the ESG agenda.

Examples of impactful projects in partnership with CSOs include:

- Clean Clothes Campaign's [Fashion Checker](#) campaign
- Walk Free's [Beyond Compliance](#) policy advice
- OECD's [assessment of company reporting on mineral supply chain's due diligence](#)

ABOUT THE JOB

As Advocacy Director, you will lead the design and implementation of Wikirate's advocacy strategy to ensure open ESG data drives real-world accountability and policy change in global supply chains. This role requires a strong strategic thinker, effective team manager, and confident representative of the organization in high-level policy and civil society forums. The Advocacy Director reports to the Executive Director, and works closely with our founders board and program teams to align advocacy efforts with Wikirate's mission and long-term goals.

RESPONSIBILITIES

Lead Advocacy Strategy

- Develop, oversee, and evaluate Wikirate's advocacy and policy strategy in alignment with organizational objectives.
- Provide leadership and direction to the advocacy team, ensuring effective planning, coordination, and delivery of campaigns and initiatives.
- Identify key opportunities to influence policy debates, regulatory processes, and civil society agendas at global, regional, and national levels.
- Lead on priority-setting, resource allocation, and risk management within the advocacy portfolio.

Build Influence and Partnerships

- Represent Wikirate in high-level policy discussions, coalitions, and multi-stakeholder initiatives.
- Build and maintain strong relationships with policymakers, civil society partners, funders, and allies.
- Act as spokesperson for advocacy issues in media, events, and public engagements.
- Ensure effective partnerships and coalitions are leveraged to maximize the organization's impact.

Develop Policy Positions

- Oversee the development of policy positions, submissions, and advocacy materials.
- Provide quality assurance on any outcome and outputs, e.g. reports, briefs, and communications produced by the advocacy team.
- Monitor policy developments and advise the organization on risks and opportunities.

Team and Internal Coordination

- Manage and mentor advocacy staff, interns, and consultants.
- Foster a culture of collaboration, accountability, and innovation within the advocacy team.
- Ensure alignment and coordination with communications, programs, and research teams.
- Report to the Executive Director and Board on advocacy progress, impact, and challenges.

QUALIFICATIONS & EXPERIENCE

- At least 5 years of relevant experience (advocacy, policy, public affairs, or civil society leadership).
- Demonstrable success in developing and leading advocacy strategies and

campaigns.

- Deep understanding of policy-making processes, corporate accountability, ESG, sustainability, or human rights issues.
- Strong stakeholder engagement and coalition-building experience.
- Confidence in representing the organization in high-level policy forums and media.
- Demonstrable fundraising experience.
- Experience in team leadership, staff management, and organizational coordination.
- Ability to balance strategic thinking with hands-on execution in a fast-paced environment.
- Analytical and problem-solving abilities, keeping calm under pressure.
- Impact-oriented and proactive work attitude.
- Full professional English proficiency, and ideally German; other languages are a plus.
- Preferably based in Berlin (Germany) but it is also possible to fill the position in a remote capacity (for instance from Brussels, Belgium). At a minimum you will need to have a permit for employment in either Germany or the EU. Regular travel to the Berlin office will be required, if based remotely.

OUR OFFER

We're offering more than just benefits.

- **Values:** We stand for transparency, open data, and collective action.
- **Purpose:** The ability to change the role companies play in tackling the world's social and environmental challenges.
- **Dynamic:** A team setting with a high degree of collaboration and autonomy.
- **Growth:** We foster learning and provide a monthly contribution to professional development courses, to further boost your career.
- **International:** Our team is from England, Germany, Greece, Mexico, the Netherlands, Scotland, Switzerland and the US.
- **Wellbeing:** Supporting our team members through major life changes is an integral part of our organization's inclusivity, positive work culture and retention process. We therefore offer compensation time or/and money for team members going through big changes in their lives (e.g. starting a family, loss of a close relative, etc)
- **Recreation:** We offer flexible working hours and 25 days vacation plus the days between Christmas and New Years.
- **Commitment:** Part-Time or Full-Time, temporary contract for up to 17 months (parental leave cover) with the possibility to be renewed into a permanent contract. Freelancer models are possible too.

EQUALITY STATEMENT

Equality and diversity are at the core of Wikirate's values. Wikirate encourages applications from motivated people with a variety of backgrounds, and ensures the work of everyone is valued and respected.

HOW TO APPLY

Send us your:

- CV (max 2 pages), and
- cover letter (max 1 page) - including your motivations for applying for this position and your earliest possible starting date. **Please note:** Instead of a cover letter you may also fill out this [form](#).

Please send your application as **one single file** with the following file name:

Wikirate_AD_Application_[your name] by email with "Application Advocacy Director" in the subject line to jobs@wikirate.org

Selection process:

- Applications will be reviewed on a rolling basis so timely submissions are encouraged.
- All candidates will receive an update regarding their application, we strive to do so within 2 weeks.
- Shortlisted candidates will be invited for an interview.
- We advise candidates to add the jobs@wikirate.org email to their safe senders list and regularly check their spam folder.