

JOB OFFER

The Cepaim Foundation starts a selection process for the **HIRING OF ONE PROFESSIONAL** in the center of **SORIA, Spain**, in the frame of a project in the **Rural Development Area**. The position is subject to the following terms and conditions:

<p>POSITION</p>	<p>1 KNOWLEDGE BROKER / SOCIAL EXPERT.</p> <p>The professional will develop his/her responsibilities within the framework of a transnational research project funded by the European Commission in the contexts of HORIZON-2020 Program:</p> <p style="text-align: center;">“WELCOMING SPACES’ IN EUROPE: REVITALISING SHRINKING AREAS BY HOSTING NON-EU MIGRANTS”</p>
<p>OBJECTIVES OF THE POSITION</p>	<p>The project ‘WELCOMING SPACES’ tracks the answers on how to achieve inclusive and sustainable development, contributing to revitalisation in shrinking EU regions while providing opportunities for the successful integration of non-EU migrants.</p> <p>The position provides the opportunity to work in an interdisciplinary and international environment where academic and societal partners collaborate in finding solutions to two social challenges: how to contribute to the revitalisation of shrinking areas in the EU while also offering space for the successful integration of non-EU migrants in line with the Sustainable Development Goals (‘Leaving no one behind’).</p> <p>Based in Cepaim’s headquarters in Soria city, the position requires visits to and coordination with project partners in Italy, Spain, Germany, the Netherlands and Poland.</p> <p>Thus, the selected knowledge broker & social expert will contribute to the networking, knowledge exchange and systematization, and advocacy efforts to support and upscale ‘welcoming’ initiatives in shrinking regions in the Netherlands, Germany, Spain, Italy and Poland.</p> <p>Research will involve intensive fieldwork and building a database according to the work-packages defined on the project. ‘WELCOMING SPACES’ project consists of both academic and societal partners in five countries.</p> <p>Under the supervision of Cepaim’s Rural Development programme head, and in close coordination with civil society and academic partners in the project, the knowledge broker & social expert will carry out all the tasks defined in the project to ensure the accomplishment of the following project objectives:</p> <ul style="list-style-type: none"> ▪ Identify best practices and lessons learned along all the partner countries. ▪ Support the mapping and analysis of the localities matter of the research.

- Build a network and platform for academic and non-academic partners to exchange experiences of ‘welcoming spaces’
- Organize events with policymakers, stakeholders and local practitioners in order to identify best practices and lessons learned with regard to ‘welcoming initiatives’
- Develop and experiment with new methodologies with regard to initiatives of ‘welcoming spaces’
- Develop a ‘tool box’ of successful methodologies.

TRAINING

Required:

REFRAIN ALL APPLICANTS NOT MEETING THESE REQUIREMENTS.

- University degree in Human Geography, Sociology, Social Psychology, Migration Studies and / or other Social Sciences fitting with the project contents, tasks and responsibilities.
- Proficiency level in English.
- Excellent oral and written communication skills both in English and Spanish: to generate documentation in English; to take part in international conferences and meeting; to be used in the everyday work and contact with the European partners and the Spanish team; etc.
- Knowledge of and/or strong affinity with the research topic (shrinking areas / migration).

Recommended:

- Master’s degree in Social Sciences, or a comparable background (Migration studies, Human geography, Development studies, and other related social disciplines)
- Independent thinking and critical analytical skills.
- Experience with knowledge systematization and intensive field immersion.
- Proven ability to work independently (e.g. during fieldwork) and in a team (e.g. through joint analysis and writing).
- An interest in, and experience with, research communication beyond academic audiences.

	<ul style="list-style-type: none"> <input type="checkbox"/> Before sending the application, the candidate should have made a personal and critical reflection about the possible influence of post-COVID-19 on the situation at local and European levels, and its impact on the work of the position as described in this document. The reflection should lead to a series of concrete proposals in order to successfully face the situation post COVID-19.
<p>SPECIFIC KNOWLEDGE</p>	<p><u>Compulsory:</u></p> <ul style="list-style-type: none"> <input type="checkbox"/> Knowledge of offimatics and of social networks for professional use both in formal / non-formal communication and in research. <input type="checkbox"/> Knowledge of rural development in Spain and Europe: realities; programs affecting the rural framework; contexts of rural development policies at national and European level. <input type="checkbox"/> Clear notions about rural development policies in Spain and in the EU framework. <input type="checkbox"/> Affinity with the notion of sustainable development and alternatives to mainstream development paths (e.g. social economy, food sovereignty, degrowth, etc.) <input type="checkbox"/> Knowledge about working with migrants and people at risk of social exclusion, especially in depopulated scenarios. <input type="checkbox"/> Driving license and use of private vehicle (the project covers the travel expenses and diets during field workdays, according to cost-tables which are common to all the Cepaim Foundation professional team). <p><u>It will be assessed:</u></p> <ul style="list-style-type: none"> <input type="checkbox"/> Experience (academic and/or professional) of working in the European framework. <input type="checkbox"/> Work experience as a Networking Expert. <input type="checkbox"/> Previous contact and/or work with the private sector; social organizations (NGOs and others); and/or public administration at any of its different levels (local, regional, national and European). Especially, in the framework of rural development. <input type="checkbox"/> Knowledge of the legal guidelines affecting immigration: both to people who migrate voluntarily and forced migrants (refugees and asylum seekers). <input type="checkbox"/> Knowledge of the Third Sector of Social Action, its networks and platforms. <input type="checkbox"/> Knowledge of the University research framework in Spain and in other EU member countries.
<p>REQUIRED PERSONAL ABILITIES AND SKILLS</p>	<ul style="list-style-type: none"> <input type="checkbox"/> High social skills, capacity and experience in both teamwork and networking. <input type="checkbox"/> Abilities in the coordination with project partners, with the key agents in local territories, with the Cepaim Foundation team and with the coordination of the Rural Development area at Cepaim Foundation. This implies:

- i) having intercultural skills and the capacity to assess, understand and successfully deal with the different work cultures and rhythms of partners and target actors in the 5 project countries, and
- ii) a commitment to work within the project's schedule and deadlines, and to bridge the agendas of civil society organizations, concerned groups, academic researchers and policy makers.

- Ability to communicate and write public reports in both English and Spanish.
- Intercultural skills and life experience in scenarios where cultural diversity must be managed.
- Active listener.
- Ability to integrate new knowledge.
- Planning, organization, research, analysis and management skills.
- Ability to know how to motivate others.
- Organized, dynamic and creative person.
- Flexibility of schedules and availability to travel in Spain and other project countries.
- Autonomous person with capacity of self-organization and self-learning.
- Knowledge in:
 - ✓ Migration and basic characteristics of immigrant groups.
 - ✓ Gender perspective, equality and human trafficking policies.

TASKS AND RESPONSABILITIES

- In collaboration with project partners, the hired professional will:
 - ✓ Launch of a multi-stakeholder network/community of practice
 - ✓ Organize events with policymakers, stakeholders and practitioners
 - ✓ Make evaluation reports of the best practices and lessons learned concerning 'welcoming spaces' in the five selected countries
 - ✓ Develop a 'Tool box' of successful methodologies for migrant integration in shrinking regions
- To ensure that the project complies with the Quality System implemented at the Cepaim Foundation (UNE-EN-ISO 9001:2008).

	<ul style="list-style-type: none"> <input type="checkbox"/> To ensure the compliance with the Data Protection Laws within the project. <input type="checkbox"/> To coordinate with the Cepaim Foundation team in the center in Soria and in other territories where the research project is developed. <input type="checkbox"/> To coordinate with the project partners' teams. <input type="checkbox"/> To give support to the coordinator of Cepaim Foundation Rural Development Area in the designing of materials and in the writing of documents. <input type="checkbox"/> To attend to the communication needs of the project's target population. <input type="checkbox"/> To register the work done in the computer application of Fundación Cepaim and/or in the specific bases of the funding entities. <input type="checkbox"/> To take part in meetings and training sessions. <input type="checkbox"/> To watch over the respect of the Cultural Identity, gender, socio-economic and Cultural Diversity of people directly or indirectly involved in the project. <input type="checkbox"/> To develop other functions coherent with the project framework and with the position professional group.
<p>JOB CONDITIONS</p>	<ul style="list-style-type: none"> ▪ Fixed-term contract. ▪ Duration of contract: 36 months approximately. <ul style="list-style-type: none"> ✓ Full time (37.5 hs./week). ▪ Monthly salary: Group 3.2 according to the collective agreement of Fundación Cepaim. ▪ Date of incorporation: February 2021. ▪ Full availability to travel in Spain and Europe.
<p>WORK PLACE LOCATION</p>	<p>THE POSITION IS BASED IN THE OFFICES OF THE FUNDACIÓN CEPAIM IN SORIA, SPAIN, regardless of the geographical mobility that implies the development of tasks and responsibilities.</p> <p><u>ALL APPLICANTS UNWILLING TO WORK AND LIVE IN SORIA, SPAIN, PLEASE REFRAIN FROM APPLYING.</u></p>

▪ **Interested candidates should apply by sending:**

○ **Compulsory:**

1. Updated curriculum vitae in English and Spanish: maximum 5 A-4 pages.
2. Cover letter in English explaining why she/he is a good fit for the position: 500 words maximum.

○ **To be assessed:**

3. Scanned reference letters from companies in which the candidate previously worked in positions similar or related to the one described on the job offer; each reference letter must indicate the telephone number and e-mail to contact with the signing person.

1, 2 and 3, to be sent to the following e-mail address:

ofsocialexpert@cepaim.org

<p>▪ Deadline for applications until: 28th of January 2021</p>
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Legal notice:

On behalf of the Cepaim Foundation and in accordance with the provisions of the General Data Protection Regulations and the LO 3/2018 of Personal Data Protection and guarantee of digital rights, relating to the protection of individuals with regard to the processing of personal data and the free circulation of these personal data, we inform you that your personal data that have been collected are treated strictly and solely by the CEPAIM FOUNDATION.

The information will be collected in a file owned by the CEPAIM FOUNDATION with the aim of using the data collected for the statistical development, elaboration and sending of activity reports of the programs and projects that the CEPAIM FOUNDATION executes based on our social and professional activity, elaboration of audiovisual material for reports, publications etc.

You can exercise your right of access, rectification, cancellation and opposition by writing to FUNDACION CEPAIM, C/ ESTACION, 30570 BENIAJÁN (Murcia), or by e-mail to protecciondedatos@cepaim.org together with a valid proof in law, such as a photocopy of your ID or PASSPORT and indicating in the subject: "DATA PROTECTION".