



Swimways Policy Assistant (Intern) Internship announcement

Fish passes and barrier mitigation

About Wetlands International European Association

Established in September 2013, Wetlands International – European Association (Wetlands International Europe) is the single network organisation in Europe bringing together NGOs whose shared mission is to inspire and mobilise society to safeguard and restore wetlands for people and nature. Wetlands International Europe has 12 members from across Europe. Our ambition for the period 2020-2030 is to upscale action to safeguard and restore wetlands, collaborating with multiple partners and mobilising a wide range of actors to transform whole landscapes and sectors. Our access to cutting-edge science, combined with our understanding of EU policies, the on-ground experience from our members, partners and their networks, in addition to our own global network, makes us a credible and effective advocate for improving European policies and practices.

We operate a growing Secretariat, with our key priority to raise the voice of our members in Europe, share knowledge, improve policies and build capacity among stakeholders. For more information, please consult <https://europe.wetlands.org/>

Overall purpose of the job

In 2022, Wetlands International Europe, partnering with the IUCN, World Fish Migration Foundation, and UNEP WCMC, launched the [Trans-European Swimways Network](#) as a visible flagship to protect migratory freshwater fishes in Europe. This Network is working to address the alarming loss of migratory freshwater fishes in Europe, building on the extensive experience of the flyway conservation approach to migratory waterbirds, in order to foster international and cross-sector cooperation. It will also improve scientific knowledge and guidance to strengthen EU policies and help shape new policies such as the proposed Nature Restoration Law to ensure effective river and habitat restoration. In 2023, the [Trans-European Swimways Programme](#) was released, and work began on developing [Swimways of European Importance](#) (SEI) based on the best available data.

The Swimways Policy Assistant will contribute to the conservation of SEI by reviewing available solutions to mitigate the impact of barriers on migratory freshwater fishes. The focus of the review will be the effectiveness of existing fish passes. The results of this review will inform policy recommendations to European countries, the European Commission, and other stakeholders in the fields of hydropower development and navigation.

The Swimways Policy Assistant will also assist the Swimways Team in integrating migratory fish conservation into European Union policies and developing the Trans-European Swimways Network.



Roles and responsibilities

The Swimways Policy Assistant will support the implementation of the Trans-European Swimways Programme in the following areas:

1. Developing knowledge on fish passes

- Conducting a literature review on the efficacy of fish passes,
- Producing a policy brief on the topic to promote effective solutions for fish migration.

2. Communications and networking

- Contributing to the development of communication strategies and plans,
- Developing communications materials to support advocacy, fundraising, reporting for various audiences, including the preparations for the European Fish Migration Day in May 2025,
- Updating the webpage with relevant news,
- Managing the social media content and activities.
- Contributing to the growth of the Trans-European Swimways Network.

Working relations

INSIDE Wetlands International:

Working with the Wetlands International Europe team. The postholder will directly report to the Swimways Policy Officer.

OUTSIDE Wetlands International:

Members of the Trans-European Swimway Network.

Profile

- Ongoing Bachelor's or Master's degree in a relevant field (e.g fish ecology, engineering)
- Excellent command of written and spoken English,
- Strong communication and influencing skills,
- Solid GIS and data management skills are an advantage,
- Understanding and passion for nature conservation,
- Creativity and good visualization skills,
- Knowledge of relevant IT systems and social media platforms,
- Capacity to work both independently and within a team,
- Ability to work in an international, multi-cultural NGO environment,
- Active interest in EU nature and water policy processes.



Internship Offer

- Only applicable to students. His/her educational institute should be able to provide an Internship agreement to be signed among the three parties.
- Full-time or part-time (full time =36 hrs/week).
- Reimbursement of a maximum of 450 EUR/month, based on 36 hour week.
The Intern will be asked to register hours and submit a monthly expense claim.
- Contract duration: minimum of **5** months
- Location: Brussels, Belgium. Remote working is authorized, but the Intern should be based in Belgium and willing to work regularly from the office and attend meetings in Brussels.
- Start date: September 2024

Applications should include a cover letter summarizing the applicant's suitability for the position and a detailed CV. Documents should be in PDF and sent by email to emma.cordier@wetlands.org with "Swimways Policy Assistant – Fish Pass" in the subject line.

Deadline for applications is 24 August 2024.

Early application is strongly encouraged.

Interviews will take place between 26-31 August 2024.

Only shortlisted candidates will be contacted.