

Nature Restoration Policy Assistant (Intern)

Terms of Reference

ABOUT WETLANDS INTERNATIONAL EUROPE

Established in September 2013, Wetlands International Europe is the only 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. You will be joining a passionate and growing team working to raise the voice of our members in Europe, share knowledge, improve nature conservation policies and build capacity among stakeholders.

For more information, please consult <https://europe.wetlands.org/>

OVERALL PURPOSE OF THE INTERNSHIP

This internship offers an opportunity to contribute to Wetlands International Europe's work on the assessment of draft National Nature Restoration Plans (NRPs) submitted by EU Member States under the Nature Restoration Regulation. The intern will support the team in reviewing whether draft plans are sufficiently ambitious and consistent with Wetlands International Europe's policy priorities, with a particular focus on freshwaters, peatlands, wetlands biodiversity, migratory birds and migratory fish.

ROLES AND RESPONSIBILITIES

The intern will support the team through desk-based policy analysis and synthesis. Main tasks may include:

- Reviewing draft National Restoration Plans against Wetlands International Europe priorities and relevant provisions of the Nature Restoration Regulation.
- Extracting and comparing information on restoration targets, measures, timelines, indicators and financing for freshwaters, peatlands and wetlands
- Assessing whether proposed measures appear sufficiently ambitious for wetlands biodiversity, with a focus on migratory birds and migratory fish. Supporting the preparation of internal briefing notes, summary tables, country fiches and short policy analyses.
- Contributing to monitoring of developments, consultations and Commission feedback on the plans.
- Assisting with the drafting of concise communication products for internal and external audiences, as needed.

WORKING RELATIONS

INSIDE Wetlands International: Working with the relevant Programmes teams at Wetlands International Europe (i.e Biodiversity, Freshwater and Peatlands teams).

OUTSIDE Wetlands International: Partners, members and other key stakeholders.

PROFILE

- A background in environmental policy, EU affairs, nature conservation, ecology, environmental law, political science or a related field.
- Good understanding of EU nature, water and/or biodiversity policy processes.
- Strong analytical skills and the ability to work with policy documents, tables and structured notes.
- Excellent written English, with the ability to summarise complex information clearly and concisely.
- A proactive, organised and collaborative working style.
- Understanding and passion for nature conservation,
- 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,
- Interest in Wetlands International Europe focus areas (freshwater ecosystems, peatlands, migratory birds and migratory fish).

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.
- **Part time or full-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 4 months - ideally, full time starting in September 2026.
- **Location:** The intern will be based in Belgium.
- **Start date:** Mid-September or early October 2026
- Applications should include a cover letter summarising the applicant's suitability for the position and a detailed CV.

Applications should be sent by email to Emma.Cordier@wetlands.org marking your application with **"Nature Restoration Policy Assistant (Intern) - Name & Surname"** in the subject line.

Deadline to apply: 14 August 2026. Please note that only shortlisted candidates will be contacted.

Interviews will take place online between 19/08 and 28/08.