Common Wadden Sea Secretariat
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Job Offer

Communications Officer (m/f/d) – Project Climate-resilient East Atlantic Flyway

Full-time | Temporary (2 years, with possible extension) | Wilhelmshaven

The Common Wadden Sea Secretariat (CWSS) is seeking to recruit a Communications Officer (m/f/d) for the project Climate-resilient East Atlantic Flyway.

CWSS, as the coordinating body of the Wadden Sea Flyway Initiative (launched in 2012), has recently been awarded funding by the International Climate Initiative (IKI) for an eight-year project, "Climate-resilient East Atlantic Flyway". The project began on 1 March 2025 and will run until 28 February 2033.

Working together with 14 international partners in 11 countries, the project addresses the threats faced by migratory waterbirds along the African part of the East Atlantic Flyway. By developing baseline data and assessing gaps in management and policy, the project aims to guide future conservation activities that integrate the needs of biodiversity, ecosystem services and people into climate adaptation measures at internationally important sites along the African coastline.

We are looking for an experienced communications professional to lead the project's communication and education activities. The position offers the opportunity to work with a broad range of international partners, stakeholder organisations and networks across the East Atlantic Flyway, while contributing to efforts to address one of today's greatest global challenges: climate change.

The position is based in the city of Wilhelmshaven, Germany. Flexible working arrangements, including partial remote working, are possible by agreement. Regular presence in the office is expected.

About Us

CWSS supports, facilitates, and coordinates the Trilateral Cooperation on the Protection of the Wadden Sea, through which Denmark, Germany, and the Netherlands jointly safeguard the transboundary Wadden Sea World Heritage Site.

Working at CWSS means being part of a dynamic, international, and mission-driven team, operating in a trilateral political-management environment. English is the working language. Our office is located by the seaside in Wilhelmshaven, Germany.

Your Responsibilities

The **Communications Officer** leads all communication and education activities related to the implementation of the *Climate-resilient East Atlantic Flyway* project, working closely with the Project Manager and the Wadden Sea Flyway Initiative Programme Officer at CWSS. The role combines strategic coordination of project communications with the delivery of communication outputs and involves close collaboration with international project partners. The key responsibilities include:

- Project communication
  - Serve as the communications focal point for project-wide communication activities, ensuring timely coordination and high-quality outputs.
  - Plan and deliver communications and promotional activities for events, meetings, symposia and workshops.
  - Provide guidance, follow-up and support to partners to ensure coherent and consistent communications.
  - Lead the six-weekly project communications meetings.

- Content, platforms, and visibility
  - Develop and curate an image and media library for the project and the Flyway.
  - Plan, produce and publish communication and visibility materials (e.g. website content, partner stories and social media posts) in line with funder requirements.
  - Maintain and coordinate the East Atlantic Flyway website, overseeing partner contributions, updates and other content development.

- Education, outreach, and events
  - Support the design and development of flyway education materials.
  - Support the development, organisation and promotion of online training, outreach and education events.

- Reporting and monitoring
  - Track and report on communications metrics (e.g. website and social media traffic, project reach).
  - Support the preparation of the project's biannual communications update to the funder.

Your Profile

- A university degree (minimum Bachelor's) in communications, public relations or a related field. Equivalent professional experience may be considered.
- At least two years of professional experience in project communication or public relations, preferably in an international or multi-partner context.
- Demonstrated ability to plan and deliver communications outputs independently, from concept to publication.
- Proven experience in stakeholder engagement and communications.
- Experience producing digital communications for international audiences.
- Proficiency in content management systems (preferably Drupal), social media management, and design tools such as Adobe InDesign and Canva.
- Excellent writing and editing skills in English, together with advanced written and spoken French for coordination with West African partners.
- Strong organisational discipline and reliability in meeting deadlines and managing multiple tasks simultaneously.
- Creativity, attention to detail and commitment to accuracy and quality control.
- Ability to work both independently and collaboratively in an international team environment.
- Willingness to travel within Europe and West Africa as required.

What We Offer

- This position is **based in Germany**. Due to German employment, tax and social security regulations, the successful candidate must be legally resident in Germany and eligible to enter an employment contract under German law for the full duration of the appointment. **Unfortunately, we cannot offer cross-border employment arrangements for this position.**
- Salary according to the German Collective Agreement for Civil Service Employees (TVöD) up to level 12, depending on experience.
- The position is offered on a full-time basis for an initial period of two years. Subject to the availability of funding and satisfactory performance, the contract may be extended for up to a further two years.
- A supportive and dedicated international team.

- Room to grow professionally within the international nature conservation community.

How to Apply

Send your CV and motivation letter in a single PDF, in English to Sascha Klöpper, Head of the CWSS, at application@waddensea-secretariat.org with subject: Communications Officer – CREAF and indicate your earliest possible start date.

Deadline: Applications will be reviewed on a rolling basis until the position is filled. We encourage interested candidates to apply as early as possible. The anticipated start date is 1 October 2026, although an earlier start date may be possible by agreement.

Questions? Contact Rebecca Stewart: stewart@waddensea-secretariat.org | +49 (0)17666552572.

In accordance with the General Data Protection Regulation (GDPR), effective since May 2018, we are required to inform you about the processing of the personal data you provide during the application process. For more details, please refer to www.waddensea-worldheritage.org/website-terms-and-conditions