



WE'RE HIRING!

Head of Communications

Location: Belgium-based, hybrid between home and our Brussels office

Duration: A full-time (80% is an alternative option), permanent contract under Belgian law

Start date: as soon as possible

ABOUT US

Zero Waste Europe ([ZWE](#)) is the European network of communities, local leaders, experts, and change agents working towards a better use of resources and the elimination of waste in our society. We advocate for sustainable systems; for the redesign of our relationship with resources; and for a global shift towards environmental justice, accelerating a just transition towards zero waste for the benefit of people and the planet.

The [ZWE network](#) now includes 41 members and alliances across 30 European countries and works with topics across the whole chain. From the strategic use of resources and product design to reusability to end-of-pipe waste management solutions, from the phase-out of plastics to [municipal zero waste strategies](#), our scope has significantly expanded, but our mission and vision remain the same – a zero waste, fairer, inclusive, circular Europe for all (and planet, too, while we're at it).

We are a successful and fast-growing independent NGO where personal development, fairness and inclusiveness are high on the agenda. We are the proud founders of the [Mission Zero Academy \(MiZA\)](#), through which we offer Zero Waste certifications to cities, municipalities, and small businesses; we are founding member of various movements and coalitions that are hosted under our entity (such as [Break Free From Plastic](#)), and are the European chapter of the [Global Alliance for Incinerator Alternatives \(GAIA\)](#).



OUR ZWE VALUES

- We are **purpose-driven**, always putting forward a solution-oriented approach.
- We are **game-changing** – we challenge the status quo, explore emerging topics and create a safe space to succeed (and to recover from setbacks).
- We are **adaptable**, constantly striving towards learning and improving; open to change and taking agency.
- We believe acting with **integrity** is crucial to achieving impact and change, both inside and outside our network.
- We **care** deeply about our communities, the environment, and systemic changes that benefit society as a whole – while also looking after ourselves and our own well-being as a team and as individuals.

ABOUT THE ROLE

Zero Waste Europe is looking for a highly motivated and experienced Head of Communications to lead the organisation's communications vision and strategy, and contribute to our fundraising efforts. The role also includes leading and supporting a creative and enthusiastic Communications Team (currently 3 Communication Officers), guiding day-to-day communications activities, and ensuring strategic coherence across all internal and external communications.

You will work closely with other senior staff as part of the Coordination and Management Team (CMT), and will report to the Executive Director.

ABOUT YOU

You are a strategic and collaborative communications leader with a strong sense of purpose and impact. You are able to translate complex topics into compelling narratives and communication approaches that resonate with diverse audiences.

You thrive in collaborative and co-creative environments and enjoy working across teams to strengthen the visibility and impact of Zero Waste Europe's work. You are skilled at building alignment around communications priorities; fostering a supportive and growth-oriented team culture; and navigating complexity and fast-evolving environments with sound judgement and adaptability.



CORE RESPONSIBILITIES

Leadership and strategy

- Lead the communications vision and strategy for ZWE, including its implementation and evolution in line with the ZWE Strategic Framework 2025-2030.
- Provide strategic communications direction on organisational positioning, advocacy priorities, external narratives, and emerging communications trends relevant to the sector.
- Develop compelling narratives and audience-focused messaging that help broaden the reach and impact of ZWE's work beyond traditional policy audiences.
- Contribute to fundraising activities and donor engagement efforts, including proposal development and communications-related fundraising activities.
- Provide strategic communications advice and capacity-building support to colleagues across the organisation, including senior leadership and programme teams.
- Co-lead the approach to crisis communications together with the Executive Director and relevant colleagues.

Team management

- Line-manage the Communications Team (currently 3 Communications Officers), fostering collaboration, strategic thinking, innovation, and professional growth.
- Ensure effective team coordination, prioritisation, and ways of working across communications activities and cross-organisational projects.

Communication oversight

- Lead the effective delivery and strategic coherence of the organisation's communications activities, channels, and outputs.
- Ensure editorial quality, consistency, and alignment across campaigns, publications, media engagement, digital communications, and public-facing communications, including articles, opinion pieces, and press releases.
- Oversee communications planning and support for major publications, campaigns, events, launches, and advocacy moments.
- Oversee communications monitoring, audience engagement, and impact assessment activities.



- Manage strategic relationships with external communications and audiovisual suppliers and oversee key communications platforms and publications, including ZWE websites and the Annual Report.

Strategic projects and external engagement

- Lead the delivery of key strategic communication projects and initiatives, including the setup of a ZWE Digital Asset Management (DAM)/Multimedia Library; the Communications Management of the [Interpool project](#); and narrative-building moments for key ZWE topics.
- Represent Zero Waste Europe externally, when relevant, in media engagements, public events, and strategic communications discussions.
- Provide high-level communications advice and support to Mission Zero Academy.
- Serve as the European point of contact within the GAIA Communications group, contributing to cross-regional/global communication activities and joint campaigns.

This is a non-exclusive list, and more tasks may be required as the organisation evolves and the selected candidate grows in their role.

REQUIRED SKILLS AND COMPETENCIES

- Relevant master's degree or equivalent experience.
- At least 8 years of experience in communications, public relations, journalism or a related field; and experience in communications leadership roles, ideally including line management duties.
- Experience balancing policy/advocacy communication with membership-based communication is a strong asset.
- Strong experience in strategic communications, storytelling, narrative-building, and hope-based communications.
- A strong understanding of campaigning and creative communications approaches to influence political processes and decision makers.
- Excellent interpersonal skills and project management skills, with the ability to bring people along with the strategy set forward.
- Strategic and autonomous mindset, with the ability to drive change, set priorities, and challenge existing ways of working.



- Proficiency with Google Workspace, Slack, Zoho, Canva, and similar collaboration tools; Adobe Suite skills are an asset.
- Excellent written and spoken skills in English; other European languages are a plus.
- Experience managing budgets and leading communications for EU-funded projects involving partner consortia.
- A broad understanding of EU and international environmental policies, and a strong appetite for political influence and advocacy. Familiarity with the EU decision-making process would be an asset.
- Flexibility and ability to react quickly to evolving political developments.
- A strong understanding of campaigning and how to use communications to influence political processes and decision makers.
- A genuine interest in and passion for Zero Waste Europe's mission, values, and areas of focus.
- A member- and movement-minded approach, with the ability to reflect and represent the diversity of a grassroots network.
- Comfort working in a multicultural environment, with flexibility to collaborate across different time zones when needed.

Equal employment opportunity

We are committed to the principle of Equal Employment Opportunity for all employees, regardless of sex, gender, marital status, nationality, religion, age, sexual orientation and any other characteristics unrelated to the performance of the job.

We also realise that not all individuals have the same opportunities to engage in paid work or studies and are open to receiving applications from those who may not fulfil all the required skills but have the interest, passion, (cap)abilities and drive to fulfil the role. In this respect, we encourage people from a diverse intersection of backgrounds to apply.

Location, compensation and work environment

We offer a competitive remuneration package in line with Brussels NGO standards (€4941-5355 range gross for a 100% FTE) depending on experience and internal salary grid placement, plus benefits, including:



- Lunch vouchers (€10/day); 13th month (year-end bonus - if applicable);
- Double holiday pay (Belgian standard);
- Legal Holidays as per Belgian standards, plus 3 extra-legal holidays (6 for a full year);
- Hospitalisation, ambulatory and Dental Insurance (DKV);
- Travel insurance; home working and other allowances (€200 net/month);
- Reimbursement of public transport costs for local commuting (max €56.00 net/month) upon show of receipts; and full reimbursement of train transportation commuting costs within Belgium; and bike allowance for commuting by bicycle.
- Flexible working hours/times and hybrid work format between home and our Brussels office
- An exciting opportunity to work with a dynamic, friendly, expert team

Candidates must have the right to work in Belgium – please note that ZWE is not able to provide working permit sponsorships. Candidates must live in Belgium or be willing to relocate by the start date.

Deadline to apply: applications will be reviewed on a rolling basis with a final deadline on **Friday 29 May 2026, at 23:59 CEST.**

Ideal starting date: as soon as possible.

To apply:

Please send your CV and motivation letter in English with two references (all merged into a single PDF document) through the appropriate form on the ZWE website ("[Work With Us](#)" page). Only applications sent via this form will be considered. We can only guarantee that short-listed candidates will be contacted.

Our interview process will take place on a rolling basis and include:

- A screening 30-minute interview (online), to take place between 1 and 2 June 2026.
- A 1h30-2h hour interview with our Head of Operations and Executive Director, to take place on 5, 9, 10 and 11 June 2026, focusing on motivation, cases and team culture. A 60-minute assignment* may be requested in advance.



**Please note that any assignments asked to be carried out cover previous materials/needs of Zero Waste Europe, and are purely asked to assess how candidates think about core tasks for this role. ZWE does NOT ask any candidates to provide ideas/work on upcoming projects/activities as part of this assignment.*

We aim to have a 2-way conversation and to get to know each other during the interview, so please be truthful and ask your questions, and we will do the same!