

The Churches Commission for Migrants in Europe (CCME) is recruiting a

GENERAL SECRETARY M/F

CCME is an ecumenical organization that serves the Churches in their commitment to promote the vision of an inclusive community through advocating for an adequate policy for migrants, refugees and minority groups at European and national level. In the fulfilment of this mandate, it is responding to the message of the Bible, which insists on the dignity of every human being.

CCME (ccme.be) is the ecumenical agency on migration and integration, refugees and asylum, and against racism and discrimination in Europe. CCME members are Anglican, Orthodox, Protestant and Pentecostal Churches, Councils of Churches and diaconal agencies in presently 20 European countries. CCME cooperates with the Conference of European Churches (CEC) and the World Council of Churches (WCC) in advocacy for migrants, refugees and minority concerns and rights with European institutions.

The job:

The General Secretary is the visible and integral conduit of the network of Churches and Christian organizations (our members) and their commitment to migration. The general Secretary supports the Executive Committee (Excomm) of CCME and follows up on a daily basis. Second to that, s/he organizes the advocacy of the Churches in the field of the policies on migration and refugees at the European level, in the European Union or otherwise. S/he represents the network in this advocacy task and informs the membership about the developments in this area. S/he manages a small team.

Main duties:

- Day to day leading of CCME, in accordance/cooperation with the Excomm
- Managing a small office in Brussels and keep the organization (financially) sustainable
- Leading the communication within the network of members
- Advocacy in the EU (and beyond)
- Constant developing relationship within and external to CCME

Competences:

- Master degree in theology, law, political sciences or any relevant field for this job;
- The candidate will have at least 3 – 5 years of experience in the field of migration in a Church or ecumenical context;
- S/he has diplomatic skills for the political, civil and ecumenical context: ability to initiate, reflect, respond and collaborate;

- S/he has policy and strategic analytical skills;
- S/he is able to work in the network of the membership: informing, mobilizing, organizing;
- Good communication skills (including social media) for an international ecumenical and political setting;
- Experience in managing a team is an asset;
- S/he can work with tight budgets and can do fundraising;
- Fluent in English, additional languages as French and German are an asset;
- Membership of a Christian Church or organization is an advantage.

The workplace

The Office of the CCME is based in Brussels. The General Secretary will be in Brussels as and when needed for a good fulfillment of the responsibilities: managing the office, attending in- and external meetings and advocacy within the network of Churches, NGO's and the institutions. Besides that, the General Secretary will have to travel frequently within Europe and occasionally beyond. How the work is organized will be decided in accordance with the Executive Committee of CCME. The CCME does not provide housing.

The new General Secretary will of course have the right to work in Belgium by Belgian law, with a full valid working permit, or s/he can successfully apply for such a status.

The start of the new General Secretary is ideally in the summer of 2027. An overlap in working for a few months with the current GS is advised.

We offer:

- An international working environment in a committed team, located in Brussels, Rue Joseph II 174, 1000 Brussels, at walking distance from the European Commission, the European Parliament and the Council of the EU.
- A unique opportunity to work in an ecumenical and political context at European level.
- A competitive salary package.

To apply:

Send your application letter, detailing your motivation for the position and the matching with your skills, passion, experience and educational background, your Curriculum Vitae - both in English. The complete application file should be addressed to the chair of the recruiting committee Prof. dr. Goos Minderman under the e-mail gsrecruitment@ccme.be until 10 October 2026.

For questions please contact Prof. dr. Goos Minderman at the above mentioned email address. All applications will be kept confidential.

Interviews in the first phase will be conducted in English and are planned to be held online in November and December 2026. The following interviews in this selection process will be held in Brussels in person in January 2027.