



**Love theatre, working internationally, and are a strategic communicator?**

**Then join us - we are hiring!**  
**Strategic Communication Specialist**  
**(full time, fixed-term, 1 year contract)**

**Who we are:**

Founded in 1988 by three theatres in France, Germany and Belgium, the European Theatre Convention (ETC) has become Europe's largest network for public theatres with over 80 members more than 30 countries. As a recognised strategic partner of the European Commission, ETC provides an international programme for European theatres, that consists of artistic international collaboration, professional training and advocacy activities. We promote European theatre as a vital platform for dialogue, democracy and interaction that responds to, reflects and engages with today's diverse audiences and changing societies. With our work we pioneer European theatre that is sustainable, diverse and digital, increasing access to theatres in a post-covid world.

Creative engagement with our community and artistic development are as important to us as our international work we share, co-create, produce and present on our member theatres' stages, and the people, who are at the heart of everything we do. And whilst we are incredibly serious about what we do, we provide a relatively informal, warm and friendly environment.

Reporting directly to the Executive Director, the Strategic Communication Specialist shall be responsible for the various elements of the job description listed below. The duties outlined are not exhaustive and the successful candidate will be expected to undertake additional duties as reasonably directed by the Executive Director.

**Who are we looking for:**

A strategic communicator with strong political and cultural literacy, who understands both the European institutional landscape and the realities of public theatre. You are equally comfortable shaping high-level narratives for policymakers and producing practical communication tools that serve artists, institutions, and partners across Europe.

You bring a growth mindset, seeing communication not as dissemination but as a driver of influence, visibility, and sectoral change. You are credible and articulate, confident working independently while collaborating closely with senior leadership, European partners, journalists, and designers.

## Job Responsibilities:

- Designing and leading communication campaigns for key European projects
- Developing editorial and media partnerships with high level partners in TV and European media
- Initiating stakeholder dialogue with key EU advocacy targets, including MEPs and officials in the European Commission
- Ensuring the smooth transition of the new website launch in close coordination with the ETC Digital Communication Officer, the rest of the team, designer and webmaster
- Supporting the project communication for the ETC website, newsletters and social media in coordination with ETC Digital Communication Officer and Communication Manager

## Qualifications/Skills:

- Senior experience in strategic communication, advocacy, or public affairs within a European cultural organisation, NGO, network, or EU-funded project environment.
- Proven experience in advocacy communications, ideally involving EU institutions, MEPs, national ministries, or European cultural policy processes.
- Deep familiarity with the European theatre or performing arts sector, including its public funding structures, artistic ecosystems, and current challenges.
- Hands-on experience with European funding programmes, particularly Creative Europe or similar, with the ability to contribute meaningfully to grant applications, especially communication, dissemination, and impact strategies.
- Editorial leadership experience, such as producing magazines, journals, reports, or multi-author publications in collaboration with designers and external contributors.
- Experience working with journalists and media outlets across different European countries, including pitching stories, managing press relations, and placing content strategically.
- Experience supporting high-level events, conferences, or forums, including preparing speakers, drafting speeches, and delivering public presentations.
- Ability to translate complex European projects, policies, and artistic processes into clear, compelling narratives.

- Strong strategic planning skills, particularly for multi-country communication campaigns and long-term visibility goals.
- Excellent writing and editing skills in English, with a strong editorial voice and attention to detail.
- Ability to commission, curate, and shape content from diverse contributors.
- Strong interpersonal skills, able to work diplomatically across cultures, disciplines, and hierarchies.
- Ability to advise and support senior leaders, including the Executive Director and Board.
- Confidence in managing websites, newsletters (Mailchimp), and social media channels.
- Strong visual awareness and ability to brief designers and create presentation materials.
- Comfortable balancing strategic thinking with hands-on implementation.

## Education and Experience Requirements:

- A university degree or equivalent in arts and cultural management; business or European studies; Equivalent skills can also be recognised through proof of corresponding knowledge and experience
- At least 5-10 years' experience in communications & advocacy in a European cultural environment, preferably within the performing arts; dramaturgical experience is a plus
- Excellent spoken and written English is essential, additional European languages are a strong asset.

## We offer:

- An opportunity to be part of a small, inspiring and international team
- A fixed-term 1 year employment contract, 40h/week
- A workspace with an office at the heart of Berlin, in one of Germany's major theatres, with home office regulation (1-2 days per week)
- A social package consisting of 30 days of paid annual leave, 50% of your monthly public transport card of Berlin, and a physical wellbeing support scheme
- Monthly gross salary : depending on level of experience starting from 3.500 EUR (based on a full time position)
- Travels and meetings may take place during evenings and weekends
- The position is to be filled by 23 March 2026
- Renewal of contract is a possibility and subject to further funding



## Your application:

If you think this sounds like your perfect job – we want to hear from you! Please send your application (motivation letter, CV and references) by email with « Strategic Communication Specialist» as subject to the attention of Ms Heidi Wiley to: [convention@europeantheatre.eu](mailto:convention@europeantheatre.eu)  
Deadline to apply: 22 February 2026

Interviews will take place either in person in Berlin or via conference call on 4 March 2026.  
We are not able to reimburse you for travel costs to the interview. Only shortlisted candidates will be contacted and invited for an interview, shortlisted candidates will be asked to complete an assignment prior to the interview.

ETC is committed towards equality and greater diversity. We offer equal opportunities to all applicants, including people with disabilities, no matter their gender, sexual orientation, ethnic, social, religious or philosophical backgrounds.