

Why you might be the right fit for our latest job opportunity

[Blog, ILGA-Europe](#)

At ILGA-Europe we are looking for a brand new Finance Director. We talked to the current Finance Director about why the position is such an exciting one, and why it might just be the right fit for you!

Why is being a Financial Director at ILGA-Europe such a unique and exciting position?

It's a job that's not only about managing money. It's about making real change for human rights in Europe and Central Asia, and that means it comes with a level of passion and cross-team engagement that is unparalleled. If you are as passionate about positive change, as you are about managing finances, this job is for you.

Currently ILGA-Europe is going through a period of steady growth and diversification of funding, and this is happening at a turbulent time for the LGBTI movement in the region. From limitations being put on receiving funding by civil society in some of the more hostile countries we work in, to the fact that we are processing double the finances we did just a few years ago, the job goes beyond sheer money management – it allows the Finance Director to find new and creative ways to structure finances and operations, and design internal policies and controls that balance sound financial management with the fact we need to be responsive, agile and adaptable. The Finance Director, together with ILGA-Europe's committed and highly skilled finance team, will manage an exciting puzzle of pieces of funding, but they will also contribute to our overall strategic impact.

People often read job descriptions and think they would not be considered for the position. What kind of person are we looking for?

Most of all, we are searching for someone who is passionate about using their financial skills to keep our work solid, smooth and impactful. This job is a lot about finding solutions, and about making it easier to do the important work ILGA-Europe carries out daily. We know there is no one perfect candidate, so while there is a wide list of tasks and competences, we always leave space for learning – and a willingness to grow within and along with ILGA-Europe is crucial to us.

If you are interested in this position, here are some questions you can ask yourself:

- Can I manage organisational budgets with multiple sources of funding in a way that shows flexibility and a systemic approach at the same time?
- Am I able to design adequate operating and control systems to ensure our money doesn't get lost or misreported?
- Can I manage a team with a diverse portfolio of tasks and ensure ILGA-Europe's values are put into practice in operations?

What's it like to work with the ILGA-Europe team?

The ILGA-Europe team are a dynamic bunch, who all enjoy the work that goes into building a strong movement for the human rights of LGBTI people. Not everyone on our team is from the LGBTI community, but everyone is committed to the essential freedom, safety and equality of all LGBTI people. There is a clear commitment from everyone in the team to quality and impact, and there's a lot of cross-team cooperation.

Our new Finance Director will not only work within the finance team but will directly interact on project financial management with staff from other teams, will work with the Executive Board on our governance, with the Management Team on overall strategic implementation, policies, practices and maintaining a healthy organisational culture. The team offers a lot of support – both in terms of settling in Brussels and finding your way around our movement and work, and in terms of working out problems together. This is a type of approach we also expect from the person who fills the Finance Director position, because our team as a whole is important to us. Plus, the ILGA-Europe team are a lot of fun to be with!

What is life in Brussels like, in terms of how far your wage goes, accommodation etc?

Brussels is a really fun and affordable city to live in, with a huge cultural life and a wide variety of activities and amenities. We provide one of the best sets of compensation and benefits among similar organisations in Brussels, which means living in the city is very comfortable. Our insurance coverage is sensitive to medical needs of LGBTI people, our policies cover non-formal partners and dependants. Beyond that, the housing market is much more forgiving than in many other capitals, which means even the starting salaries even at the lowest grade allow for independent and comfortable living, with a convenient and short commute to work. There are plenty of houses and apartments to choose from, and they are generally significantly cheaper and more spacious than in London, Berlin, Paris, Dublin or Amsterdam. We believe in providing remuneration and benefit packages that allow people to thrive in their lives.

If there was one thing you could say to encourage people who might think this job could be a fit for them, what would it be?

We are an organisation leading real positive change for people at a time when this is much needed in our world. As an employer, we assess people for their competences built on past experience, but also for their potential, and we invest in the people we work with. Our approach to recruitment is about fairness, respect, and sensitivity to how different experiences impact people's professional careers and build their skills. And we welcome and encourage applicants from all backgrounds, because we actively work towards and believe in diversity and inclusion.