

The Schwarzkopf Foundation Young Europe is seeking a:

Programme Lead Young Postmigrant Alliances (f/m/d/x)

The non-partisan [Schwarzkopf Foundation Young Europe](#) was founded in 1971 by Pauline Schwarzkopf. The Foundation's vision is a Europe shaped by young people characterised by openness, solidarity, and democracy. Through events, educational programmes, and youth networks, as well as prizes and scholarships, the Foundation offers young Europeans opportunities for encounters and exchange, personal development, and active democratic participation.

Young Postmigrant Alliances is part of the Foundation's political education work and includes the [Young Islam Conference](#) with a network of over 1,000 members. The programme provides platforms for exchange, spaces for empowerment, as well as mentoring and training opportunities on topics such as democracy, participation, and living together in our postmigrant society. Its formats are aimed primarily at young people affected by racism as well as allies who join forces in alliances for an inclusive society and actively shape it. We create opportunities for encounter and empower our young network to take part in public debates and to co-create an inclusive society. As a civil society actor, we also engage stakeholders from politics, academia, media, and civil society. While rooted primarily in Germany, the programme line pursues a clear ambition to increasingly position its work at the European level through partnerships and international projects.

We are looking for a new motivated lead for our programme line Young Postmigrant Alliances to start as soon as possible, ideally from 1 November 2025, in part or full-time (80–100%). A particular focus will lie on enhancing the programme's European perspective as well as advancing approaches to digital democracy.

Your Responsibilities:

- Leading and managing the Young Postmigrant Alliances programme line, including the Young Islam Conference
- Leading and supervising the programme line's team
- Contributing to the further development and coordination of the consortium [Zukunft D](#), through which the Foundation together with other civil society organisations are building a nationwide association to strengthen digital democracy
- Leading and supervising the programme line's team
- Taking responsibility for long-term budget and financial planning for the programme line
- Acquiring third-party funding and coordinating project documentation and reporting
- Continuously developing thematic and communications priorities, including strengthening the European perspective of the programme line
- Contributing to the Foundation's management team, which advises and decides on cross-programme strategic, budgetary, and personnel matters
- Drafting and coordinating publications on topics of the programme line
- Coordinating and liaising with partners, funders, supporters, and sponsors at both national and EU level
- Coordinating and supporting national and international committees and networks
- Representing the programme line and its network externally

Your Profile:

- Completed university degree in the humanities, political or social sciences, education, or a related field and/or (freelance) practical experience
- Extensive experience in the areas of multiperspective memory culture, anti-racism, antisemitism, anti-Muslim racism, Muslim-Jewish alliances, democracy, and/or Postmigrant Europe, ideally in the non-profit sector
- Strong knowledge of socio-political discourses in the context of Postmigrant societies in Europe, diversity, and participation
- Solid experience in the acquisition and financial reporting of third-party funding
- Additional expertise in the field of digital democracy as well as knowledge of European perspectives in democracy and education work is desirable
- Experience in team leadership is an asset, along with a strong sense of strategic responsibility and a collaborative leadership style
- Very good command of German and English

What We Offer:

- A dynamic and international working environment in Berlin-Mitte shaped by diversity-oriented organisational development, continuously evolving and offering the team opportunities for exchange, learning, and reflection, e.g. through our foundation-wide Diversity Days
- Flexible and mobile working options, as well as opportunities for further professional development
- A full-time position corresponds to 38 hours per week
- 30 vacation days per calendar year (based on a 5-day working week), plus additional days off in line with internal agreements

The position is to be filled as soon as possible, preferably from 1 November 2025, in part or full-time (80–100%). It is initially limited to one year – with a clear intention to extend. The place of work is Berlin. Remuneration is based on our internal salary structure and will depend on your individual experience. Please indicate your salary expectations in your application.

We value diversity and therefore welcome all applications – regardless of gender, nationality, ethnic and social background, religion, disability, age, sexual orientation, or identity. We particularly encourage applications from Black people, People of Colour, individuals affected by racism and/or applicants with refugee or family migration backgrounds. Please note that our office spaces and access points are currently not fully barrier-free. We are happy to discuss how we can reduce existing barriers together.

Please send your application documents as one PDF file (motivation letter, CV without photo, relevant supporting documents, possible start date, and salary expectations) by **28 September 2025 with the subject line “Application Programme Lead YouPA”** to: applications@schwarzkopf-stiftung.de. We are happy to receive questions via the same email address.

Interviews are expected to take place in early October. Please note that we cannot reimburse expenses incurred in the application process.

We look forward to receiving your application!