

Counter Balance is looking for a Director

Position: Director

Organisation: Counter Balance

Location: Brussels, Belgium

Starting date: September 1st 2026 or sooner

Deadline for applications: 8 June 2026

Please apply in writing by sending an e-mail to: info@counter-balance.org, with the subject line "Director", including:

- Your CV in English;
- An application letter, focusing on your motivation and suitability for this position as well as your view on the challenges for NGO campaigns on EU public finance and public banks in the current context;

Interviews will take place shortly after the deadline. The interviews will preferably take place in Brussels. Virtual interviews are also a possibility, depending on the location of the candidate. We will provide shortlisted candidates with one extra assignment.

Discover more about Counter Balance here: <http://counter-balance.org/>

COUNTER BALANCE MISSION:

Counter Balance is a European coalition of nine development and environmental non-governmental organisations (NGOs) with extensive experience working on development finance and international financial institutions.

Counter Balance's mission is to make European public finance a key driver of the transition towards socially and environmentally sustainable and equitable societies. We do this by holding EU public financial institutions to account on their public mission, challenging harmful decisions, policies and projects, and promoting alternatives.

We first launched in 2007 a campaign specifically aimed at challenging the European Investment Bank (EIB) and pushing for its reform. While the EIB remains our main target, we have since then expanded the scope of our work to other public finance institutions and EU investment plans.

MAIN TASKS AND RESPONSIBILITIES:

You will be responsible for leading the Counter Balance Secretariat and the work of the coalition, with a particular focus on increasing impact, providing strategic guidance to Counter Balance's communications, advocacy and campaign work, and representing Counter Balance towards decision-makers, funders and other stakeholders.

A successful candidate has the ability to reinforce the long-term vision of Counter Balance, empowers the staff of the Secretariat to perform highly, and provides strategic leadership on policy, network and organisational development that inspires externally and internally.

Your main duties as director are listed below:

Campaign activities and representation:

- Oversee and provide strategic guidance to the development of Counter Balance's vision and long-term strategies;
- Provide strategic guidance to Counter Balance's advocacy and communication strategies;
- Responsible for the implementation of annual Counter Balance work plans;
- Lead the implementation of specific campaign activities, including representing the coalition during advocacy meetings and various events and acting as one of the spokespersons to media in cooperation with the secretariat;
- In charge of relations with the EU institutions and Counter Balance's institutional targets;
- Lead the strategy on cooperation and collaboration with external partners, maintain and expand a network of relevant strategic contacts.

Organisational development and management:

- Line management responsibilities within the Secretariat, including coordinating the further development of the Secretariat and the management of the Brussels office;
- Coordinate the assessment and adaptation of all internal procedures and rules, and monitor and ensure their implementation;
- Responsible for all Counter Balance fundraising activities and the implementation of our fundraising strategy, including the management of relationship with funders and reporting;
- Provide strategic guidance on the financial management of the organisation and oversee implementation of all financial procedures, including budget management;
- Liaise with the Counter Balance governing bodies and organise General Assembly and Board meetings;
- Support the development of the coalition and manage relationships with member groups, including well-functioning internal communications;
- Responsible for projects and grants management.

WORKING RELATIONSHIPS:



The Director of Counter Balance will report directly to the Counter Balance Board, which is responsible for the oversight of the work and performance of the Counter Balance Secretariat.

The Director of Counter Balance is responsible for the management of the Secretariat and is the direct supervisor of the Secretariat's staff based in Brussels and Prague (composed of 3 to 5 staff in total).

Counter Balance is a coalition of 9 NGOs which benefits from the expertise of its member groups across Europe and seeks to coordinate campaigns and activities at a pan-European level. In this context, the Director will work in close relation with the staff of our member groups dedicated to the work of Counter Balance.

Finally, the Director will work with other NGOs in and outside of the EU with which Counter Balance has developed strong partnerships, journalists and decision-makers at EU level.

USEFUL INFORMATION:

- Full time position (38 hours)
- Place of work: Brussels (Belgium) - Mundo-B Office, 26 rue d'Edimbourg, 1050 Ixelles (With possibility to make flexible arrangements for homeworking)
- Salary: A competitive non-profit sector salary
- Working language: English

REQUIRED SKILLS AND EXPERIENCE:

- Minimum 3 years of relevant work experience;
- Experience in line management and staff development;
- Demonstrated track record and experience in fundraising;
- Experience and proven track record in campaign development and implementation;
- Excellent written and oral English, knowledge of other languages is an additional asset;
- A strong vision for the role of public finance aligned with the long term vision of Counter Balance, including with regard to the intersection of environmental and social justice issues in a context of increasing corporate capture and geopolitical conflict; with special attention for a vision based on solidarity with the Global South tackling structural economic inequalities and uneven access to decision making in the international financial architecture;
- Knowledge of the formal NGO movement and/or informal civil society movements for environmental and/or social justice, ideally including experience in a network;
- Strong critical analysis skills and in-depth understanding of economic and financial issues;
- Strong communication and interpersonal skills;
- Highly developed writing skills;
- Excellent attention to detail, good time management and proven ability to deliver under pressure;

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- Ability to work on own initiative to build on and develop the job, combined with the ability to work effectively as part of a small team;
- Creativity and openness for new ideas;
- Proven track record of activism and working with NGOs, campaigning activities with NGOs in national or international level is an advantage;
- Good knowledge of the EU political architecture. Knowledge of the EIB and/or EBRD is an advantage;
- Knowledge of one or more of the following topics is an advantage: International Financial Institutions, energy and climate, human rights, transparency, fraud & corruption, development agenda;
- Must be available to travel and to participate in European and international meetings.

EQUALITY STATEMENT:

Counter Balance is keen on ensuring that its work includes people regardless of colour, gender, race, sexual orientation, religion, origin, disability or age. Those principles apply to the planning of our work, its implementation, the partners and members of our network, as well as management and staff.