



Job Description: Director of Global Shield Germany

[Global Shield](#) is an international non-profit advocacy organization devoted to reducing global catastrophic risk. Global Shield takes a holistic approach to global catastrophic risk, seeking policies that address all forms of global catastrophic risk. Our approach is informed by high-quality policy research and development, along with experienced advocacy tailored to particular policymaking opportunities. We currently have offices in Washington DC, USA, Canberra, Australia, and Europe (covering NATO policy).

Global Shield is establishing a presence in Germany to advocate for global catastrophic risk prevention and preparedness with federal policymakers. We are seeking a Director of Global Shield Germany to lead our organization's advocacy efforts.

- **Location:** Germany, with a very strong preference for Berlin. Global Shield is an international organization, and all employees work remotely within their jurisdictions. However, advocacy positions require access to the relevant capital on a regular basis.
- **Reporting structure:** Reports to the Executive Director, based in Washington, DC.
- **Position Length:** Full-time, regular.
- **Work Authorization:** This position is not eligible for employment visa sponsorship or work authorization. You will be employed through a local German employer of record initially, then through our forthcoming German entity.
- **Salary:** €115,000- €145,000 annually, depending on experience.
- **Application information:** Please register your interest in this role [here](#) by October 11, 2026

What you'll be doing

Global Shield seeks an experienced and dynamic policy or advocacy professional to implement our advocacy efforts in Germany under the strategic direction of our Executive Director. This person will be responsible for advancing our mission within German policymaking, engaging with Bundestag committees, key cabinet and parliamentary offices, governmental agencies, and strategic partners. The ideal candidate is an experienced policy advocate who has been involved in transformational policy change from inside or outside government, and is deeply knowledgeable about policy processes in Germany and passionate about reducing global catastrophic risk.

The successful candidate will spearhead efforts to ensure that German policymakers strengthen collective resilience against global catastrophic risk arising from all hazards, including chemical, biological, and nuclear warfare, naturally occurring and engineered pandemics, climate change tipping points, and emerging risks from the misuse of artificial intelligence.



This position offers a unique opportunity to shape policy at the intersection of defence, security, and global risk reduction, ensuring that Germany policy commitments – including under EU and NATO – are matched by practical, forward-looking action that enhances German preparedness and the wider world.

Key Responsibilities

Strategic Advocacy Leadership

- Design and lead Global Shield's advocacy strategy with Germany's policymakers, ensuring alignment with organizational goals.
- Position Global Shield as a trusted voice on global catastrophic risk reduction in Germany.
- Identify key policy opportunities at the federal level, leveraging changes to the political climate and emerging trends in global risk areas.

Stakeholder Engagement and Relationship Management

- Represent Global Shield in high-level meetings with government officials, policymakers, and international stakeholders.
- Cultivate and maintain relationships with key stakeholders, including government agencies, legislative offices, advocacy groups, and think tanks.
- Maintain organized documentation of key relationships and advocacy progress and regularly provide situational awareness updates to the Global Shield team.
- Partner with aligned advocacy organizations and other stakeholders to amplify Global Shield's voice and coordinate on aligned initiatives.
- Convene coalitions of private sector actors, think tanks, and civil society to advance shared priorities.
- Represent Global Shield at policy forums, such as think tank workshops, and conferences related to risk, resilience, and security (such as the Munich Security Conference).

Program Management

- Oversee the planning, execution, and evaluation of advocacy initiatives, ensuring measurable impact.
- Manage resources and budgets to deliver high-quality outputs on time and within scope.
- Coordinate across Global Shield teams to integrate German advocacy with broader organizational programs.
- Ensure compliance with Global Shield policies and German regulations
- Support any reporting to governing board.

Policy Analysis and Communication



- Monitor and analyze policy developments in Germany
- Develop high-impact policy briefs, reports, and talking points tailored to German policy audiences
- In cooperation with other Global Shield staff, shape strategic communications to ensure Global Shield's messaging resonates with intended audiences in Germany.

What we're looking for

We are looking for an individual who resonates with our organizational values and possess the audacity to tackle global challenges. Global Shield expects its staff to align with our organizational values; we are influential, collaborative, creative, effective, and audacious. The candidate must demonstrate a range of important qualities:

Required Skills and Experience

- **Policy expertise:** Experience in advocacy, policy analysis, or governmental relations.
- **Experience working in or with the German Government:** Practical understanding and experience with the German policymaking processes.
- **Policy network and institutions:** Deep familiarity and existing professional connections with other German experts and policymakers
- **Advocacy skills:** Demonstrated ability to advance policy objectives in complex, multi-stakeholder environments; skilled in influencing senior policymakers to adopt shared positions of interest.
- **Communication skills:** Exceptional written and verbal communication skills in **both English and German**. Confidence and skill in public speaking, with experience representing an organization at conferences or public forums in both languages. An ability to translate between German and English fluently to understand and convey complex policy concepts and ideas across language barriers.
- **Relationship building:** Strong networking abilities and experience fostering relationships with policymakers, government agencies, and advocacy organizations.
- **Analytical abilities:** Strong analytical and research skills, with experience in policy analysis, strategic planning, and evaluating political landscapes.
- **Comfort with hybrid work:** Our team is global and much of our day-to-day work is completed from home or other remote work locations. However, this role will necessitate significant time in-person in Berlin to advance advocacy efforts, and some travel nationally and internationally (particularly to Brussels for EU-based policy issues shaping German governance).
- **Education:** Bachelor's degree or equivalent. Relevant advanced degrees are strongly preferred (e.g., international relations, security studies, public policy) but not required.

Desired Skills and Experience

The desired candidate can also offer the following attributes:



- **Advocacy experience:** Extensive experience in non-profit or corporate advocacy or governmental relations.
- **Subject matter expertise in a catastrophic threat:** Professional or acquired knowledge of a global catastrophic threat, with knowledge of biological threats a plus.
- **Leadership:** Proven leadership experience with a track record of managing diverse teams and achieving strategic goals.
- **Media savvy:** Experience handling media engagements and conducting interviews.
- **Additional language skills:** Proficiency in other major European languages

How to apply

To apply, please submit an application and resume [here](#). Applications will be processed on a rolling basis and will be accepted until October 11, 2026.

Contact us

If you have any questions, please email contact [\[@\] globalshieldpolicy.org](mailto:[@]globalshieldpolicy.org) with the subject "Question: Director of Global Shield Germany application"

Global Shield is an Equal Opportunity Employer

We are committed to creating a diverse and inclusive environment and encourage applicants from all backgrounds to apply.