



## **SPARK Academia Community Chair**

### **Background**

[ENAR Foundation](#) is the first pan-European anti-racist foundation, established by the pan-European anti-racist movement itself. We achieve this by facilitating access to funding for grassroots activists and non-profit organisations battling against racism and its effects on communities and individuals alike.

Since 2009, we have been an essential vehicle to pool financial means and resources in support of the objectives pursued by the [European Network Against Racism](#) (ENAR) and its members: local, national, and pan-European organisations fighting for the cause of racialised communities throughout Europe.

Within its Inclusive Societies programme, the Foundation hosts professional communities under the name “SPARK”. SPARK Communities aim to counteract the social capital gap racialised individuals have accumulated by creating inspiring pan-European networking spaces for racialised individuals working in sectors where they are under-represented thereby building curative networks that help lift everyone's social capital.

The ENAR Foundation has the ambition to support SPARK communities in several professional fields. After the launch of a [SPARK DEI community](#), the next area of focus is Academia – the field where there is a historical absence of minorities and where decolonial approaches are so needed. The Foundation is looking for a motivated individual to take the role of the SPARK Academia Community Chair.

### **Job description**

The Community Chair takes responsibility for setting up, coordination and ongoing development of a SPARK Community. The main goals of the Community are:

- To provide a Europe-wide mutual support network for racialised professionals in the field, as a source of empowerment, wellbeing and resilience,
- To exchange practices, challenges, resources and professional development opportunities,
- To recognise and promote the contribution and unique competence of racialised people in the sector,
- To enable the community members to develop projects and partnerships leading to systemic change, innovation and advancing racial justice.

The specific ambition of the SPARK Academia Community is stimulating partnerships to address research gaps on issues faced by racialised communities, equality data, systemic discrimination and other evidence supporting the anti-racism movement. The Community will also explore the challenges faced by racialised professionals in academic institutions and strategies to break the existing barriers.

The Community Chair tasks will evolve in the different development phases of the project, with an initial estimate of 10h working time per month in the first 4-5 months and potentially a growing engagement in the following phases.



In the scoping and pre-launch phases (4-5 months), the focus will be on identifying potential members, their interests and expectations, defining the Community features, promoting the Community around Europe and setting the development strategy and roadmap.

Upon launch, the Chair will be responsible for processing membership applications and onboarding, facilitating communication and touch points, executing the Community programming as agreed, stimulating participation and membership growth, contributing to the external communication efforts and ensuring continuous development in cooperation with the ENAR Foundation.

The Community Chair will also contribute to developing financing and fundraising strategies for the initiative, together with the relevant ENAR Foundation staff.

**What we expect from the candidates:**

- Lived experience as a racialised professional in Academia, particularly in research and/or teaching
- Proven experience in an academic institution, academic and/or research network
- Strong understanding of the anti-racism field and movement
- Project management experience
- Excellent communication and relationship building skills
- Sense of initiative, self-sufficiency and reliability
- Long-term commitment

**What we offer:**

- A consultancy contract – initially for 1 year, renewable on an annual basis
- A monthly fee of 750 EUR for the initial phases (up to 10h/month), to be re-discussed thereafter
- Support and oversight by the ENAR Foundation secretariat
- An opportunity to interact with racialised professionals around Europe, within the academic Community and with other ENAR Foundation SPARK Communities

The expected starting date is October the 1<sup>st</sup>, with the Community launch ideally in early 2024.

Interested candidates should send their CV and short cover letter to [info@enarfoundation.eu](mailto:info@enarfoundation.eu) by the 10<sup>th</sup> of September 2023.