

# Treat it Queer is looking for a

## Full-time Volunteer

Working in hybrid format (on-site in Nijmegen, the Netherlands, and online)  
5 days/week, 6 hours/day, starting 1st of June, for 6 months.

### **The organization**

Treat it Queer is an international non-profit foundation dedicated to health justice, with a particular focus on the queer community. We seek to cultivate a growing awareness and understanding of the existing health inequities affecting gender and sexually diverse people worldwide, as well as bring greater visibility to the real, lived experiences of queer people in clinical practice, policy, and research.

We aim to do so using an intersectional approach, examining the ways in which different axes of privilege and oppression simultaneously contribute to health inequities. The dismantlement of power dynamics related - and not limited - to gender, race, and class is central in our work.

We encourage youth with fewer opportunities such as Black, Indigenous, and people of color, people living with chronic illness or disability, and people part of the LGBTQ+ community to apply for this position. Our organization is strongly committed to the health and well-being of our LGBTQ+ community members, and the accessibility of our projects is of utmost importance to us.

You can read more about our vision, who we are and what we do at <https://www.treatitqueer.org/>

### **Job description**

#### **Tasks and responsibilities include:**

- The volunteer will work jointly with the Communication and Education teams
- As a Communication team member (about 2.5h/day), the volunteer's tasks will include management of the Treat it Queer Instagram, Facebook, and LinkedIn profiles; management and update of the common email inbox; newsletter development; and outreach to current and prospective partners.
- As an Education team member (about 2h/day), the volunteer tasks will include collection and synthesis of relevant resources to support educational training; development of new training content; supporting workshops facilitation online and in disclosed in-country locations; and the dissemination of educational materials.
- In addition to the Communication and Education team tasks (75% of the volunteers' time), the volunteer can dedicate 25% (about 1.5h/day) of their time to pursuing their own learning and professional development, potentially through tasks such as facilitating training sessions, or grant application writing.
- Attending all staff meetings and team meetings (online), as well as staff training sessions and other capacity building activities.

## **Eligibility criteria**

To apply for this position, you must:

- Be between 18-30 years old at the start and end of the program.
- Live in a European country or in the Schengen area, NOT the Netherlands.
- Be part of a sending organization in your home country.
- Not be currently engaged in regular studies or vocational training programs. (This program cannot count towards regular studies or vocational training requirements or timelines).

## **We ask:**

- Affinity with and commitment to LGBTQ+ rights and health justice
- Strong social media skills
- Understanding of capacity building and formal and non-formal education methods
- Ability to work in a diverse team, working across different time zones
- Communication, planning and organizational skills, especially efficient time-management and overseeing skills.
- Good skills in online work
- Operating English language level B2 (no certificate required)
- Availability to relocate to Nijmegen starting from June 2023 for six months
- Open to give and receive feedback
- Openness to travel occasionally within the Netherlands to attend events and trainings in person

## **A plus (but not essential):**

- Experience with (or openness to) social media management and non-violent communication methods
- Background in healthcare or communication

## **We offer:**

- The opportunity to work for six months with an internationally based group of queer individuals who have backgrounds in clinical medicine, global health, policy, research, and education; experience with queer healthcare both from a healthcare professional and patient perspective; and activist hearts.
- A healthy, nurturing, and inclusive working environment. Before your arrival, you will have an online meeting with our accessibility expert, to make sure the work environment is suitable for their needs.
- The opportunity to spend 25% of the time pursuing their own professional development and learning within the organization.
- Support from a mentor for professional and personal development before the arrival of the volunteer and during the volunteering period (monthly, as well as ad hoc). The mentor will offer support for the reflection, identification, and documentation of personal learning objectives and learning outcomes (via the Youthpass tool)

- Development of hard and soft skills that will make you even more suitable for the job market later (if that is something that interests you)
- Negotiable working hours, taking into account health needs of volunteers with chronic illnesses or disabilities.
- Support from the team with travel and accommodation arrangements, cultural differences, and integration.
- A designated safe person to support and facilitate, in case of a conflict, using non-violent communication methods.
- Connections in Nijmegen with the local LGBTQ+ community, including LGBTQ+ friendly sport facilities.
- A private room in a shared space with one (1) queer-friendly person who is also the owner of the home. Shared bathroom, living room, and kitchen, close to the center of Nijmegen. English will be spoken at home. Only vegan food can be cooked and consumed at home. The home kitchen is kosher.
- Flexplek working space in Nijmegen.
- A bike.
- Two consecutive days-off a week and short holidays (up to 2 weeks) within a volunteering period are allowed granted previous agreement with the mentor and at least 4 weeks prior notice.
- Travel cost reimbursement for relocation to Nijmegen, supporting green travel options (e.g., train instead of flight).
- An allowance of 7e/day for groceries and 6e/day pocket money for all other costs.
- A membership with local transport (NS) with free traveling on the weekend within the country and 40% discount in off-peak hours during weekdays.
- 150 euros as language support that can be spent during the program to learn Dutch or English.
- The volunteer is responsible for their own health care insurance.

Please fill out the following form [here](#) no later than April 30, 2023. Interviews with selected applicants will be held between May 5-18, 2023, via Zoom.