

WAZA PARTNERSHIPS AND ADVOCACY INTERN

Last updated: February 2026

Internship Description	
Post Title:	PARTNERSHIPS AND ADVOCACY INTERN
Compensation:	1.457 € gross monthly 20 € gross per month if remote work agreement is signed
Benefits:	200 € per month in meal vouchers (tickets restaurant)
Location:	Barcelona, Spain (a work permit to work in Spain is required)
Internship type:	Full-time internship for a minimum duration of 3 months and not exceeding 8 months. Remote work is available up to two days per week, subject to supervisor approval, and applicable after the first month in the role. Flexible working hours are offered within core hours of 07:00-19:00, subject to supervisor approval, and applicable after the first month in the role.
Probation period:	Based on the <i>Collective Agreement for Offices and Professional Firms of Catalonia</i> (Convenio Colectivo de Oficinas y Despachos de Catalunya) this role is subject to a maximum legal probationary period of one month.
Supervision	The Partnerships and Advocacy Intern reports to the Head of Partnerships and Advocacy, who assigns and supervises tasks, monitors progress, approves work outputs, and provides guidance.
Posts Responsible for:	Not applicable
Tentative timeline for recruitment process *Subject to modification	○ Call for applicants: 9th of February to 1st of March ○ First round of interviews: 2nd week of March ○ Second round of interviews: 3rd week of March
How to apply	Application Process: Interested applicants should submit a CV and cover letter to recruitment@waza.org, using the subject line: "WAZA Partnerships and Advocacy Intern - [Full Name]". Applications must be received by 1 March 2026. Only candidates shortlisted for interview will be contacted.
Overview and Internship Purpose: The Partnerships and Advocacy Intern will support WAZA's efforts to strengthen relationships with global partners and advance advocacy priorities aligned with WAZA's mission. The role will assist with legal and policy research and analysis, communications, and partner outreach, contributing to collaborative initiatives, policy engagement, and advocacy efforts that enhance WAZA's global	

influence and conservation impact.

What we offer:

- **Internship compensation and benefits:** Monthly stipend in line with WAZA's internship framework, plus 200 € per month in meal vouchers (tickets restaurant).
- **Hybrid working arrangement:** Ability to work remotely up to two days per week, with flexible working hours within the core hours of 7:00-19:00 per approval of supervisor.
- **Fixed-term, full-time internship contract:** A structured internship opportunity offering dynamic hands-on experience within an international organisation.
- **Collaborative and supportive environment:** Work alongside a global and multicultural team of professionals committed to advancing the mission of zoos and aquariums worldwide.
- **International exposure:** Engage with a global network of WAZA members, committees, and partners, to support contributions to conservation, animal welfare, and sustainable development initiatives.
- **Work-life balance:** Flexible scheduling and support for maintaining a healthy balance between professional and personal commitments.

Scope

- **Coverage:** Supports WAZA's global advocacy and partnerships work through legal and policy research, analysis, drafting, and monitoring of developments in international wildlife conservation, biodiversity, and animal welfare frameworks.
- **Staff Line Management:** No line management responsibilities; works under the supervision of the Head of Partnerships and Advocacy.
- **Supervised Staff and Contributors:** None. May occasionally coordinate inputs or information with internal colleagues, consultants, and external stakeholders.
- **Budget Responsibility:** No budget ownership; no direct financial responsibilities.
- **Programme and Operational Scale:** Contributes to advocacy initiatives, policy development, and selected partnership activities, with a primary focus on research, policy monitoring, and written outputs.
- **Collaboration and Internal Interaction:** Collaborates as needed with the Communications, Conservation and Animal Welfare, and other internal teams.
- **External Interaction:** Limited and supervised engagement with external partners, networks, and institutions, primarily for research, monitoring, and information-gathering purposes.
- **Impact:** Supports evidence-based advocacy and informed decision-making by providing timely, accurate research, monitoring updates, and high-quality written materials.

Occasional work outside normal office hours may be required.

Responsibilities – WAZA Partnerships and Advocacy Intern

- Support WAZA's advocacy work by carrying out legal and policy research on international wildlife conservation, biodiversity, and animal welfare frameworks.
- Help analyse and summarise complex legal and policy documents (including multilateral environmental agreements) into clear, accessible briefing notes and background papers.
- Assist with drafting written outputs such as policy summaries, advocacy notes, consultation inputs, and internal guidance materials.
- Monitor relevant developments in international environmental law and global policy processes and flag key updates.
- Contribute research and analysis to evidence-based advocacy initiatives, including comparative examples and emerging best practices.
- Organise and maintain research files, references, and advocacy materials to support efficiency and knowledge sharing.
- Work closely with colleagues across the organisation, providing legal and policy inputs to ongoing projects and strategic priorities.
- Provide limited support to partnership and stakeholder-related activities, including background research and preparation of materials.
- Take on additional research, writing, and coordination tasks as appropriate, while developing skills in a fast-paced international environment.

Person Specification (WAZA Partnership and Advocacy Intern)

Criteria	Internship Specification
Education and Experience:	• Masters' degree or equivalent in environmental law, political sciences or related field. • Previous experience with legal and policy issues related to wildlife is desired but not required.
Knowledge, Skills and Abilities:	• Knowledge of international wildlife conservation issues, environmental law, and global policy frameworks relevant to biodiversity, wildlife and animal welfare. • Strong research, analytical, and synthesis skills, particularly for legal and policy topics related to wildlife conservation and animal welfare. • Excellent written and verbal communication skills in English; • Strong organisational, planning, and record-keeping skills, with the ability to manage multiple tasks and deadlines effectively. • Ability to work independently, show initiative, and adapt quickly in a dynamic, international working environment. • Strong interpersonal skills and ability to support partnership development, stakeholder engagement, and collaborative initiatives. • Self-motivated, creative, enthusiastic, and adept at problem-solving, with a strong interest in conservation advocacy and impact.
Language:	• The primary language of WAZA is English, and the WAZA Partnerships and Advocacy Intern must be proficient in spoken and written English. Proficiency in other languages will be advantageous but not required.

Additional information	• Travel is not foreseen for this internship; occasional travel may be required depending on organisational needs. • If remote work is agreed upon, demonstrates the ability to work effectively in hybrid and remote environments, with strong accountability and time-management skills.
Role dimension	Planning and Organising • Plans short- to medium-term research, policy monitoring, and advocacy tasks, adjusting priorities as needed. • Organises day-to-day work autonomously within agreed timelines. • Ensures research, analysis, and written outputs are accurate and delivered on time. Communication and Relationships • Communicates with internal teams and external stakeholders under the supervision of the Head of Partnerships and Advocacy to gather information, share findings, and support advocacy. • Maintains professional, clear, and sensitive communication in English; other languages are an asset. • Daily interaction involves summarising, reporting, and sharing research and monitoring updates. Problem-Solving and Decision-Making • Produces research summaries, policy notes, and other outputs with guidance, using own initiative for structure and presentation. • Analyses trends, gaps, and key issues in policy, law, or advocacy contexts. • Prioritises tasks and seeks guidance for complex or sensitive matters. • Decisions are limited to task organisation and presentation; accuracy, discretion, and reliability are essential.