

— **Senior Director - Social Policy  
and Legal Affairs**

European Shipowners |  
ECSA



**European  
Shipowners**

ECSA | European Community Shipowners' Associations



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European Shipowners | ECSA is looking to recruit a full-time Senior Director to oversee and guide ES|ECSA's work on social policy and legal affairs. They report to the Secretary General and manage Policy Advisers relevant to the role.

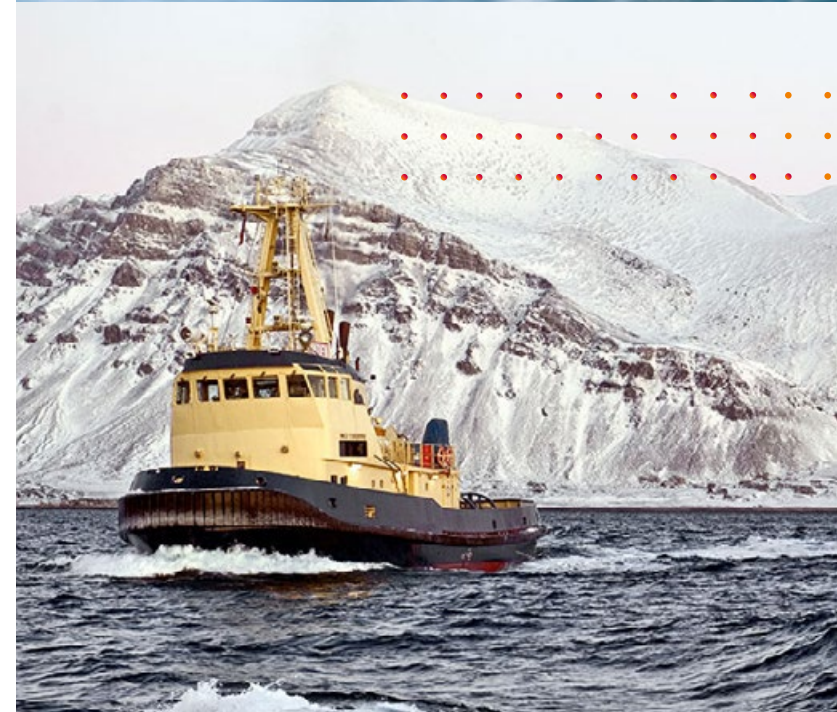
## ABOUT ES|ECSA

European Shipowners | ECSA represents 21 national shipowners' associations based in the EU and Norway. European shipowners control 35 % of the global commercial fleet, contribute 127.8 billion euros per year to the EU GDP and provide 1.4 million people with careers both on board and ashore. ES|ECSA strives for a regulatory environment that fosters the international competitiveness of European shipping, to the benefit of the EU.

ES|ECSA has a Board of Directors, four specialised committees, a number of working groups and task forces, targeting specific issues, and a permanent Secretariat based in Brussels.

Shipping is a cornerstone of Europe's security – from energy to food and supply chain security. The European shipping fleet is one of the largest in the world, representing 35% of the world fleet enabling the EU to play a leading role in the global supply chains. European shipowners operate one of the largest, youngest and most innovative fleets in the world. Shipping delivers the goods we need, supports EU exports and connects European citizens within Europe and with the rest of the world.

Seafarers are the backbone of the maritime transport industry, as they play a crucial role in EU and international trade by facilitating the transportation of goods and resources across the world. Under the ongoing green and digital transformation of Europe, the role of seafarers becomes even more important. As the technologically advanced ships will require new digital and green skills the immediate reskilling and upskilling of seafarers is imperative. European shipowners are striving to support a people-centred transition and improve seafarers' working conditions by upholding international frameworks such as STCW, ILO MLC and UNCLOS. ES|ECSA is the EU recognised social partner for maritime transport and is committed to continuing its work with the European Transport Workers' Federation (ETF) to maintain and build on the successes of the EU Sectoral Social Dialogue.



## Responsibilities of the Senior Director - Social Policy and Legal Affairs

- Provide strategic leadership and coordination of ES|ECSA's work on social and legal affairs.
- Oversee the work on monitoring, analysing and anticipating EU and international legislative and policy developments affecting maritime social, labour and legal matters.
- Lead the preparation, coordination and delivery of ES|ECSA policy positions, opinions, consultation responses and advocacy materials in close cooperation with member associations.
- Represent ES|ECSA in EU institutions, relevant international fora and stakeholder meetings, including conferences, hearings and expert groups.
- Act as a key contact point for EU policymakers, social partners and stakeholders on maritime social and legal dossiers.
- Coordinate and actively contribute to the EU Sectoral Social Dialogue for Seafarers, including preparation of meetings, negotiations, joint texts and follow-up actions.
- Ensure effective coordination of internal governance structures, including committees, working groups and task forces related to social and legal affairs.

- Maintain and enhance a strong professional network with EU institutions, international organisations, social partners, and relevant associations.
- Contribute to cross-cutting ES|ECSA priorities, ensuring consistency between social, legal, regulatory and competitiveness objectives.
- Support internal planning, reporting and communication to members, including briefings, presentations and strategic updates.

## Candidate Requirements

- University degree in law, EU studies, political science, social sciences or a related field.
  - At least 8 years of relevant professional experience in EU policy, advocacy, social affairs, labour law or regulatory work; seniority and responsibilities will be adapted to experience.
  - Solid understanding of EU decision-making processes, social dialogue structures and stakeholder advocacy.
  - Knowledge of maritime social and labour frameworks at EU and international level (including MLC and STCW) is an advantage, but not a prerequisite.
- Strong policy drafting, analytical and negotiation skills, with the ability to translate complex issues into clear policy positions.
  - Proven experience in stakeholder engagement, consensus-building and representing positions in a multi-actor environment.
  - Ability to work autonomously while contributing effectively as part of a small, multidisciplinary team.
  - Strong organisational skills, ability to manage multiple files simultaneously and deliver under time pressure.
  - Excellent written and oral communication skills in English; additional EU languages are an asset.
  - Experience working in an international and multicultural environment is essential.
  - Team player, able to collaborate with different team members and departments to support the policy objectives of the organisation.

## We Offer

We offer a full-time job in a dynamic, international and flexible working environment and a competitive remuneration package. The salary is dependent on the level of experience.

# Recruitment Process



The specialist executive search firm Dober Partners has been retained by ES|ECSA to draw up a shortlist of prospective candidates against the criteria set out in this document, and using their discretion and expertise to help recruit a Senior Director.

**Please send your CV and motivation letter in English as soon as possible to the Dober Partners - ES|ECSA team:**

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