

Join EPIM's New Governing Body as a Forum Member

December 2023

An Opportunity to be part of EPIM's first-ever Forum

Embark on a unique and transformative journey with EPIM as we reach out to passionate individuals eager to shape the future of migration, democracy and belonging in Europe.

We are looking for up to 16 dynamic Forum members who will bring a wealth of perspectives, knowledge, connections and lived experiences in areas relevant to [EPIM's](#) work. We are keen to engage with a broad spectrum of actors in the ecosystem, especially those whose voices are currently under-represented.

As a Forum member, you will be an integral part of a collaborative effort, connecting with peers in stimulating and curated spaces. Together, we will strategise, learn and reimagine, what supporting civil society organisations and others that strive to improve how migration is experienced across Europe, looks like.

Commitment as a Forum Member is estimated at five to six days a year, including participation in an annual two-day in person gathering and several online preparatory meetings. Forum members will receive an honorarium in addition to having travel costs covered.

This is a unique opportunity with an initial three-year mandate, allowing you to be at the forefront of social changes in migration.

EPIM will be hosting two interactive online information sessions on **January 30th 2024 (10:00-11:00hrs CET) and on January 31st (18.00-19.00hrs CET)** to answer any questions you have about EPIM, the Forum, what we stand for, what we do and how to apply.

The closing date for applications is **15 February 2023 (23:30hrs, CET)**.

About EPIM

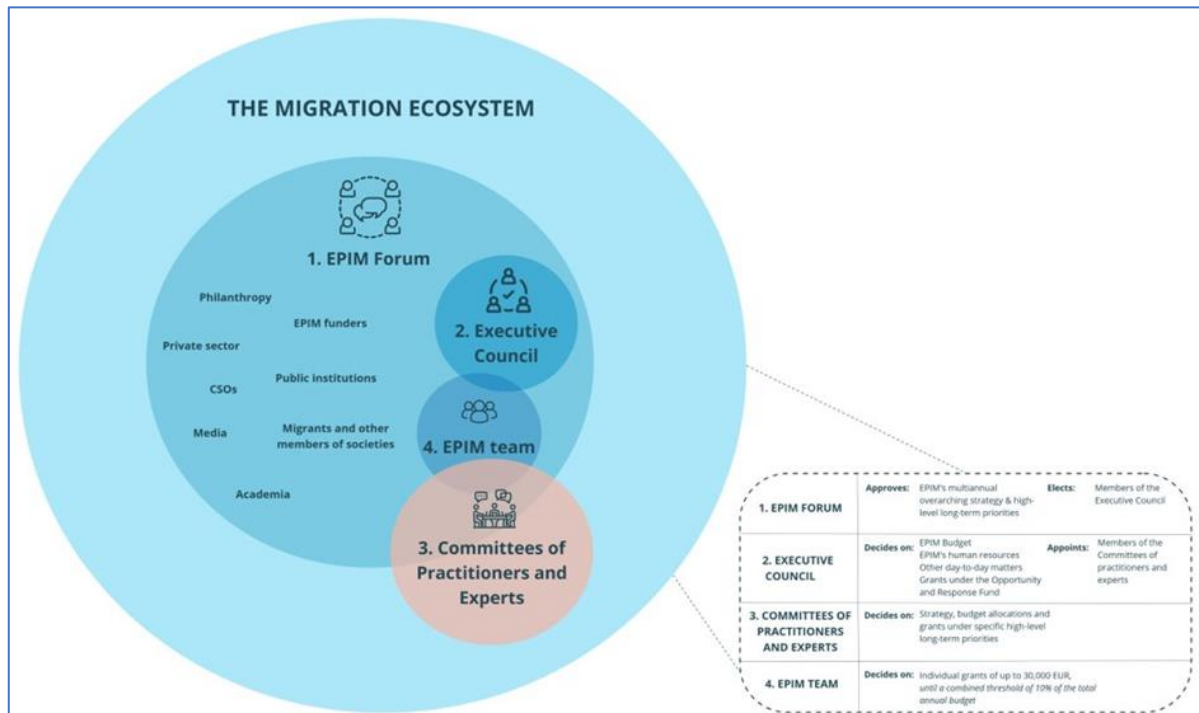
EPIM, the European Programme for Integration and Migration (soon to be the *European Philanthropic Initiative for Migration*) is Europe's largest and longest-standing philanthropic collaborative working on issues of inclusion and migration.

We fund and nurture alliances and partnerships among and beyond civil society organisations. We curate the migration ecosystem and cultivate a shared narrative for the changes we wish to see. By doing so, we wish to see a Europe where migration is accepted as part of its history, present and future, where its societies thrive, and where migrants belong, assert their rights, and have the agency to shape their future. For more, have a look at our newly adopted [Theory of Change](#) and [Approach and Priorities](#).

Governance and the EPIM Forum

In 2023, EPIM approved a mixed governance model creating a more democratic, objective, legitimate and future-proof decision-making structure. Going forward,

all three levels of governance will include an equal proportion of representatives from EPIM Partner Foundations’ representatives and external members (see image below). Thus, all strategy and funding decisions will now be collaboratively made by a combination of EPIM funders and other practitioners and experts with knowledge and connections to the issues.



EPIM is hosted by [NEF](#), the Network of European Foundations. NEF holds ultimate legal and financial accountability for EPIM and recognizes the EPIM Forum and the EPIM Executive Council as the governance bodies responsible for EPIM's strategic direction and management.

The Team

EPIM is led by a 4-person multidisciplinary team with diverse experiences relevant to our work. The team employs relatively flat structure, with a newly established co-leadership model that fosters a culture of equity, care, and justice, and embraces differences.

Joining the EPIM Forum

Role

As a Forum member, you will:

- Co-shape and engage in vibrant Forum meetings – dynamic spaces designed for sensemaking, feedback and learning on the issues EPIM is working on
- Contribute to the Forum with your unique knowledge, perspectives, and connections
- Co-design and endorse our overarching multiannual strategy and high-level priorities
- Elect Executive Council members who will steer EPIM's mission forward

What's in it for you?

As a Forum member, you will:

- Co-shape EPIM's future direction
- Join the EPIM community and expand your network
- Connect, strategise, and learn with peers who share similar values and care about advancing positive changes in migration
- Participate in stimulating and safely curated sensemaking and learning exercises
- Have an opportunity to take a step back and think about the bigger picture
- Participate in a collective effort to meaningfully support values-aligned organisations that strive for positive systemic change on migration across Europe.

What are we looking for?

EPIM is looking for up to 15 individuals who will join in their personal capacity

who:

- Are aligned with and will commit to EPIM's values, vision, and mission
- Understand systems change and engage in a forward-looking, open-minded, and constructive manner
- Have a strong network and are trusted by other actors working on topics of migration, belonging and democracy
- Have a grasp of current migration issues and debates in Europe
- Have a strong command of the English language
- Are ready to commit their time.

We will prioritise individuals who between them, will offer a mix of skills and perspectives relevant to EPIM's vision and mission, including a diversity of backgrounds, professions, lived and professional experiences, thematic and technical knowledge, ideas, networks, and connections.

To Apply

- [Apply Here \(Link\)](https://forms.office.com/e/w4fxs5Asyf) - <https://forms.office.com/e/w4fxs5Asyf>

You will need to provide a link to a LinkedIn or public profile or provide a short bio and answer the following questions (200 words each)

- who you are
- why you're interested in EPIM and in joining the Forum
- what you would like to bring to the Forum in terms of perspectives, knowledge, connections
- whether you're interested in joining one of EPIM's Committees of Experts and Practitioners: on Dignified Housing and Work, Building Inclusive Societies in Central and Eastern Europe and Migration Governance.

Timeline	Activity
30 and 31 January 2024	Online Q&A sessions 30 January 2024, 10:00-11:00hrs CET 31 January 2024, 18:00-19:00hrs CET

15 February, 23.30hrs (CET)	Deadline for applications
March-April	Interviews
May	Introductory online exchange with new Forum members
June	Online session to introduce Forum members to EPIM Foundations

Further Information

Click the links below to sign up for the online Q&A sessions on

[**January 30th \(10:00-11:00hrs CET\)**](#)

[**January 31st \(18.00-19.00hrs CET\)**](#)

FAQs

Can you tell us more about EPIM's view on migration and the migration ecosystem?

Our work is based on the premise that change is complex, interconnected and never linear. We believe that to truly change the way migration is being addressed and perceived for the better, we need to sustain it by creating a shared sense of purpose amongst a diversity of actors and stakeholders. We believe that as a complex human phenomenon, migration should be viewed in conjunction with long-term socio-economic issues and challenges to our democracies, rather than in isolation.

We aim for systemic change: We acknowledge that underlying challenges around othering, the lack of a shared picture, undemocratic decision-making and the absence of trust and genuine dialogue across the ecosystem, are influencing the way migration is currently being addressed. We seek to create shifts within the system to ultimately tackle those challenges.

We work with and within the ecosystem: We understand the migration ecosystem as a constellation of actors working directly and indirectly on and involved in migration. As part of that ecosystem, we are committed to building shared energy, willingness, and purpose among different individuals, institutions, and organisations, to advance shared goals aligned with our vision and mission.

We are values-driven: Trust, equity, courage and humility guide us in everything that we do, and we expect the same in return from our partners.

What type of profile are you looking for?

We are looking to select individuals who between them, will offer a mix of skills and perspectives relevant to EPIM's vision and mission, including:

- a diversity of backgrounds – ethnicity, nationality, gender, sexual orientation, language, geography, disability, socio-economic status etc
- a diversity of professions (e.g., NGOs, grassroots organisations, academia, private sector, media, government, multilateral bodies)
- a diversity of lived and professional experiences of migration, social and democratic challenges connected to EPIM's work
- a diversity of thematic knowledge (e.g., migration, democracy and other intersectional social areas) and technical knowledge (e.g., systems change, campaigning, community organising, EU policies, intersectionality)
- a diversity of skills (e.g., narrative change, communications, policy, finances etc.)
- a diversity of ideas, networks, and connections

What will the selection process look like?

The EPIM team will be reviewing all applications and shortlisting potential Forum members based on the criteria described above.

In March-April 2024, shortlisted individuals will be invited for an online exchange with at least one EPIM team member and one member of EPIM's current Executive Committee which comprises 4 representatives from EPIM Partner Foundations. The inaugural Forum composition will be approved by the existing Steering Committee, composed of representatives of the 15 EPIM Partner Foundations.

EPIM will inform all individuals of the results of the final selection by 30 April 2024. We will announce the composition of the new Forum and host a first introductory online meeting in May.

We are aware that such a selection process is far from ideal. These selection modalities will only apply once. After the first Forum is created, additional Forum members will be approved by a majority of sitting Forum members.

As a Forum member, what would I be committing to?

We expect Forum members to dedicate **approximately six days a year** to Forum-related activities, including:

- A two-day annual in-person gathering held in Brussels, and the co-creation work leading up to that event
- Potential participation in one of EPIM's Committees of Experts and Practitioners on Dignified Housing and Work, Building Inclusive Societies in Central and Eastern Europe and Migration Governance to which they can contribute with relevant knowledge and perspectives.

The mandate consists in an initial term of 3 years, with the potential to renew once. All Forum members will:

- be invited to acknowledge their acceptance of EPIM's values, vision and mission
- need to comply with [NEF's conflict of interest policy](#) and sign a declaration of impartiality and confidentiality.

As a Forum member, how will I be compensated for my contributions and time?

EPIM expects members to join in a voluntary capacity. We value members' time and contributions and offer an **annual honorarium** to reimburse the loss of earnings or to facilitate participation. This will be up to a maximum of **1,500 EUR per year**. Members who feel they do not need the stipend are welcome to give it back to the funding pot for those with larger needs. Forum members who join the Committees of Experts and Practitioners will receive additional compensation.

Are the structure and rules of the Forum set in stone or will I get to co-shape how the Forum will operate?

During the first meeting, Forum members will come together to collectively craft shared guidelines for engagement, defining the necessary conditions for everyone's safe and active participation.

EPIM will plan several check-ins throughout the year to learn from the functioning of the Forum and facilitate adjustments, ensuring a continuous inclusive and responsive environment for all Forum members.

As a Forum member, can the organisation I work for apply for EPIM funding?

All Forum members will have to comply with [NEF's conflict of interest policy](#) and sign a declaration of impartiality and confidentiality.

Forum members have no decision-making power on grants. Members who are part of EPIM Thematic Committees with grant decision-making power are required to promptly disclose existing conflicts of interest and refrain from commenting and evaluating proposals where such conflicts exist.

Members of the Executive Council and their organisations will not be able to apply for EPIM funding during their mandate.