



Job title: Director, Communications, Europe

Reports to: VP, Global Communications & Marketing

Based in: Location: Hybrid — In a Europe Tent hub city: London, Paris, Madrid, the Randstad (Netherlands), Frankfurt, Warsaw, Malmö

To apply, please send the English version of your resume and a cover letter to careers@tent.org. In your cover letter, we encourage you to share what draws you to Tent's mission and why the work we do helping refugees get jobs resonates personally with you. If your background aligns with our needs, a member of our team will be in touch.

About the Tent Partnership for Refugees:

With more and more refugees displaced around the world for longer periods of time, businesses play a critical role in helping refugees integrate economically in their new communities. The Tent Partnership for Refugees was launched in 2016 by Hamdi Ulukaya, the CEO and founder of Chobani – a multibillion dollar food company in the U.S. – to mobilize leading businesses to help connect refugees to work. Today, Tent is a global network of over 500 major companies committed to hiring, training, and mentoring refugees. In 2024, Tent was selected for the [TIME100 Most Influential Companies](#) list. Find out more at www.tent.org.

About the role:

Tent seeks a passionate, experienced, bilingual, media-savvy, and dynamic Director of Communications to lead our external communications efforts across Europe.

Reporting to the VP of Global Communications & Marketing, this role will be responsible for enhancing awareness of Tent, our mission and impact, regional executives, vast member company network and efforts, and refugee integration partnerships and initiatives throughout our markets in Europe: France, Germany, the Netherlands, Poland, Spain, Sweden, and the United Kingdom. This role will help craft Tent's communications strategy and external narrative across Europe, cultivate key press relationships, lead our regional executive visibility and speaking engagement strategy, provide key support across milestone events and social media output, support major marketing initiatives, and manage the ongoing safeguarding of Tent's brand and reputation in the region. This role will also oversee communications collaboration and counsel with our extensive network of stakeholders (member companies, NGO partners, government agencies, etc) and occasionally manage external communications and other creative agencies around specific projects.

In addition to the VP of Global Communications & Marketing, this role will collaborate closely with the VP of Europe and Tent's seven European Country Directors; engage with Tent's CEO and founder; and have dotted line management responsibility of six communications team members spread across Europe.



This role is ideal for an individual with significant multi-market experience in Europe and a seasoned background in corporate communications, whether in an agency or in-house setting. Occasional travel will be required, primarily across Tent's European markets.

Key responsibilities:

- Oversee the development and implementation of communications strategies and plans for Tent's European markets, in alignment with regional priorities and objectives, to build awareness and strengthen our credibility
- Work closely with the VP of Communications & Marketing, VP of Europe, regional Country Directors, and regional communications team to craft and iterate upon compelling local narratives and value propositions that distinguish Tent as the foremost organization mobilizing the private sector to connect refugees to jobs – including the localization and adaptation of global narratives and content for European markets, ensuring relevance while maintaining brand consistency
- Help drive the execution of communication campaigns around milestone events and other key moments as well as year-round evergreen efforts
- Develop and strengthen relationships with top-tier press and personalities that resonate with our key audiences and contribute towards positive storytelling efforts, to strategically build Tent's profile and influence within and via the media landscape
- Lead the communications counsel Tent provides member companies and help drive ever-increasing collaboration opportunities and impactful output in the region
- As needed, develop comprehensive briefs and effectively manage external communications or other creative agencies
- Collaborate closely with Tent's Director of Global Brand Marketing as well as local communications team members across major marketing initiatives as well as the curation of engaging content for Tent's social channels
- Oversee the development and execution of a thought leadership and executive visibility strategy that positions and advances Tent and our leaders as authoritative voices on refugee workforce integration – including the vetting, pitching, and execution of needle-moving press and external speaking opportunities that elevate our profile and mission
- Oversee media materials, ranging from press releases, to award submissions, to impactful bylined articles and op-eds that showcase our thought leadership and expertise in refugee workforce integration and private sector engagement
- Provide support and guidance to senior members of the Tent team – including Tent's founder, CEO, VP of Europe, and Country Directors – for regional engagements, ensuring effective representation and alignment with organizational objectives
- Support across milestone events in the region to ensure Tent's best-in-class quality standards and strategic objectives are met
- Work closely with Tent's CEO, VP of Communications & Marketing, VP of Europe, and other key stakeholders to ensure strategies and tactics are tailored to local political, regulatory, and cultural contexts as well as develop and implement crisis communication plans to effectively manage and mitigate reputation risks in the region



- Work closely with Tent's CEO, VP of Communications & Marketing, VP of Europe, and Country Directors around occasional communications and social activity in response to major, relevant policy developments in the region
- Define, track, and report on communications KPIs, including media quality, message penetration, executive visibility, and campaign impact, using insights to refine strategy and demonstrate ROI
- Dotted line responsibility of 6 communications team members across Europe

Essential skills/experience:

- Bachelor's degree with 10+ years of experience in corporate communications, including at least 5+ years in a multi-market environment with direct and regular engagement with senior internal and external stakeholders
- Complete professional fluency in English and at least one other European language of relevance (Dutch, French, German, Polish, Spanish, and/or Swedish)
- Significant experience working in Europe, including a proven track record in communications strategy creation, campaign execution, media relations, and materials development for a European audience
- Robust event management experience
- Demonstrated project management skills with meticulous attention to detail
- Second-to-none writing skills, including flawless grammar with a keen eye for accuracy
- Effective relationship management skills with senior external and internal stakeholders
- Confident presentation and public speaking skills

Preferred skills/experience:

- Existing press contacts across Europe, especially business titles and top-tier broadcast media with proven coverage track record
- Experience advising CEOs and C-suite executives on communication strategies and activities
- Experience in political or advocacy communication environments
- Proven ability to vet, brief, and manage communications agencies effectively to achieve results (if previously working in an in-house role)
- Familiarity with business issues such as diversity and inclusion, employee engagement, etc.
- Familiarity with European politics, including some knowledge of policy issues affecting refugees
- Some experience in navigating crisis communications
- Experience supporting brands and executives across corporate social media channels

Desired qualities:

- Genuine passion for Tent's mission of helping refugees access jobs and the ability to articulate that conviction compellingly
- Proactive self-starter with an entrepreneurial mindset, capable of working independently as well as thrive in a matrixed, highly-collaborative team environment
- Innovative and resourceful thinker with a proven track record of translating ideas into actionable plans and measurable outcomes



- Demonstrated commitment to professional excellence, accountability, and the highest standards of performance
- Highly organized, with a proven ability to manage multiple projects simultaneously and with urgency
- Strong intellectual curiosity and a hunger for problem solving, continuous learning, and improvement
- Overflowing with creativity, deep enthusiasm for Tent's mission, and obsession with driving impact
- Comfortable making decisions in ambiguous situations and navigating uncertainty
- Excellent critical thinking and analytical skills
- Exceptional interpersonal communication skills, marked by respect and empathy
- Collaborative team player with a highly positive, energetic, and can-do attitude

Tent is an equal opportunity employer. Tent will not discriminate against any applicant for employment on any basis including, but not limited to: race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, veteran status, marital status, predisposing genetic characteristics and genetic information, or any other classification protected by federal, state and local laws. We are dedicated to ensuring that individuals with disabilities are provided reasonable accommodation to participate in the job application or interview process, to perform essential job functions, and to receive other benefits and privileges of employment. Please contact us to request accommodation.