



Global Directive Call for Global Officers Recruitment

Officer's Recruitment

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junioenterprises.org

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[@je.global](https://twitter.com/je.global)

[#WeAreGlobal](https://www.instagram.com/weareglobal)



Dear Candidate,

As we commence the 2024/25 mandate at JE Global, we are looking for **competent individuals** who are not only **curious** but also **deeply committed** to enhancing their journey on an **international stage**.

If you are eager to further **develop as a Junior Entrepreneur**, collaborate on a **global level**, expand your **expertise**, and learn alongside a **dynamic, multicultural team** of talented and dedicated individuals, this opportunity could be the perfect fit for you. We are excited to pave the future of the JE Movement with you!

Sincerely,

Lennart Jordan | Luísa Cintra Estorilio | Frederike Kopp | Zouhour Joudi

JE Global Executive Board

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Junior Enterprises Global

The scope and mission of our organisation

Junior Enterprises Global is the international organisation representing the Junior Enterprises (JE) Movement – the largest entrepreneurial student Network worldwide.

We work towards...



Enlarging

Expand the Network, thus creating new Junior Enterprises and Confederations across the globe. Activate the JE concept in new countries and support the development of new entities in the Network.



Connecting

Bring together Junior Entrepreneurs from all around the world with initiatives such as Junior Enterprises World Day, Exchange Program, Global Conferences, Junior Enterprises World Conference, among others.



Representing

Promote the JE concept worldwide to external entities. Ensure alignment with the United Nations and generate impact for students as the leading academical entrepreneurial Network in the world.

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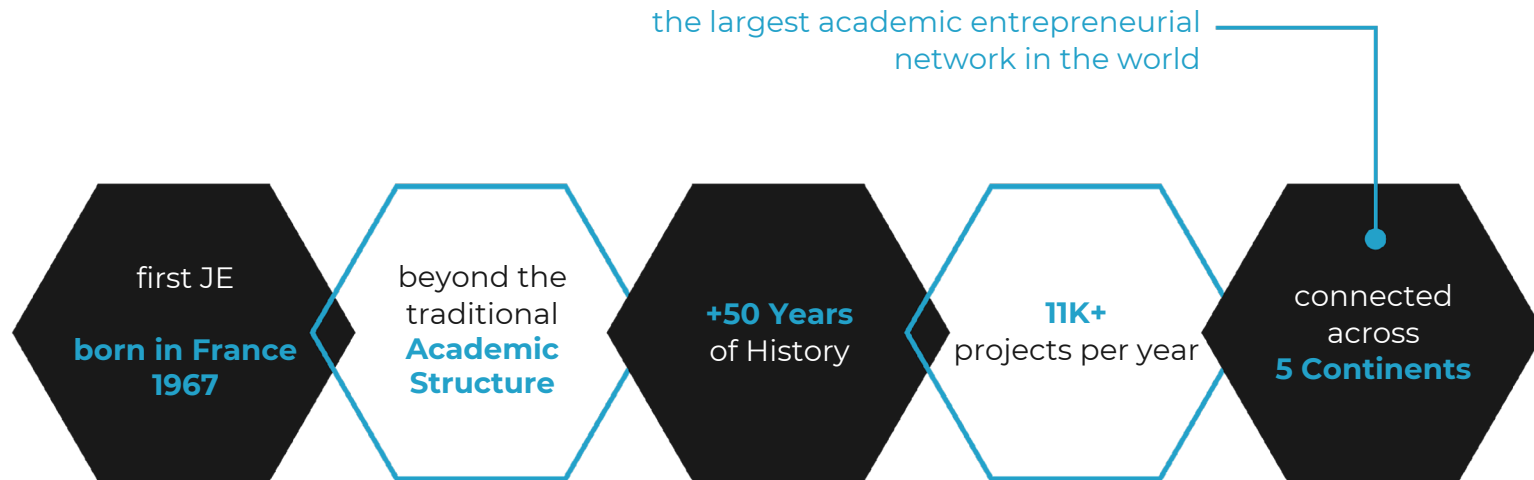
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Junior Enterprises Network



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How global are we?

The JE Network
in numbers

80.000+

JUNIOR ENTREPRENEURS

2.100+

JUNIOR ENTERPRISES

45+

COUNTRIES

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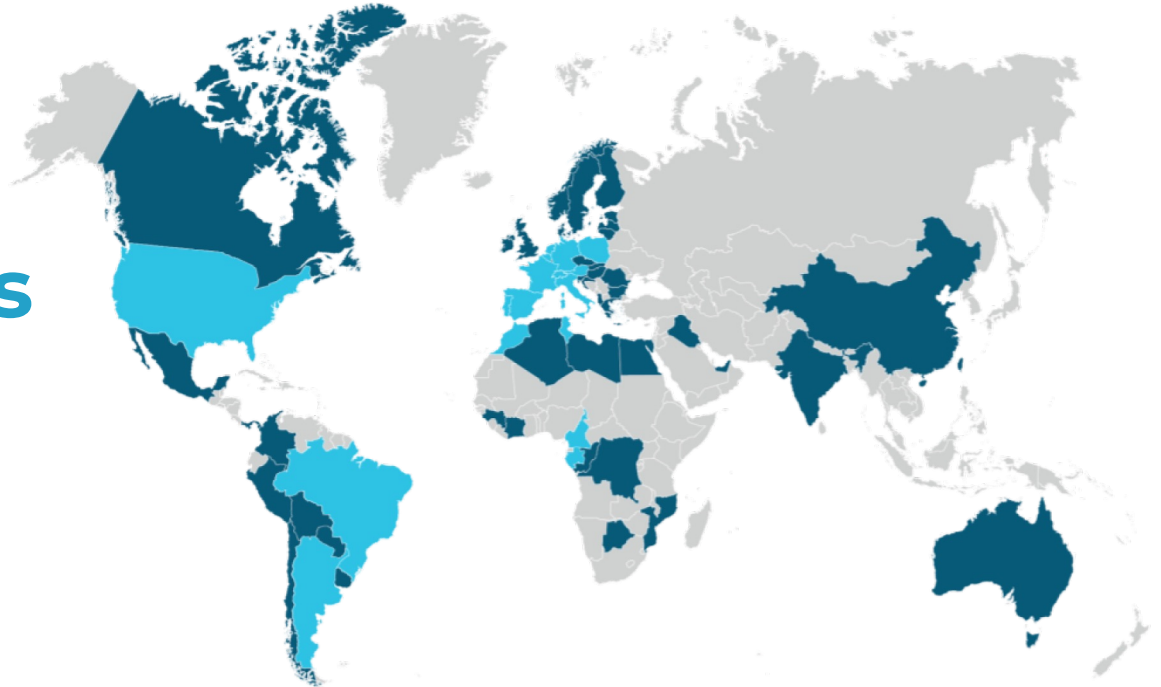
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Our members

- National Confederations
- Countries Under Enlargement



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Values

that define us



global mindset



pragmatic idealism



entrepreneurial culture



integrity



JE Network & SDGs

We are the world's largest network of young students, with the **common goal** of creating an impact on society worldwide. In our activities, we daily pursue the SDGs set by the United Nations, improving **educational quality**, promoting sustainable **growth** in **collaboration** with all our international partners.

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Executive Board

2024-2025



Lennart Jordan
President



Luísa Cintra Estorilio
Vice President



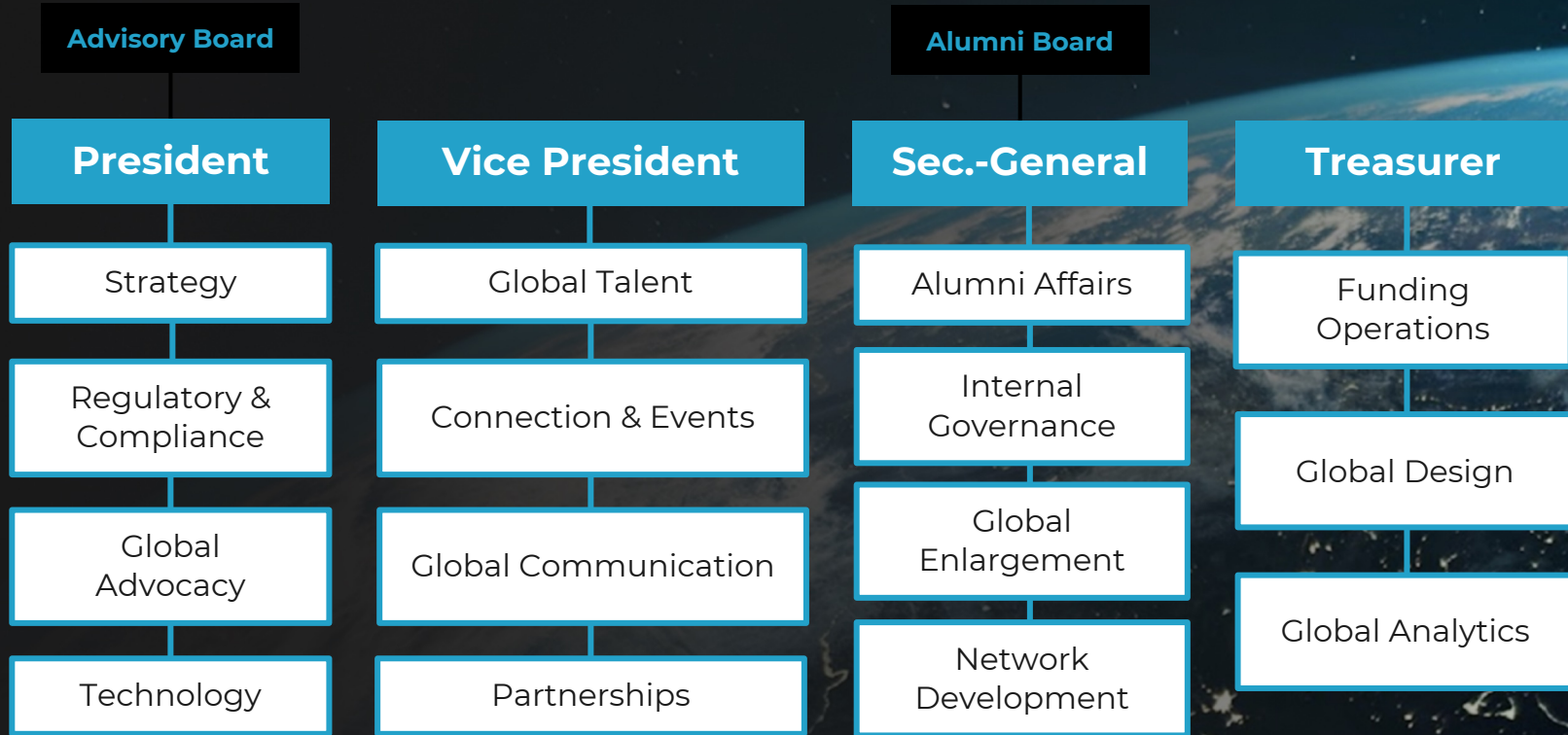
Frederike Kopp
Secretary General



Zouhour Joudi
Treasurer



Internal Structure



Recruitment Process

What to expect and how it will unfold

Timeline & Phases

- Application
- Projects
- Interviews
- Final Result

NOVEMBER / DECEMBER

MON	TUE	WED	THU	FRI	SAT	SUN
04	05	06	07	08	09	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	01

Final Results!

Steps in Global Recruitment

Step 1 - Application

Submit your **full application** to us by **no later than November 16th**, indicating your top two Departments and telling us a little bit more about yourself

Apply today!

Step 2 - Project

Prove your skills by showcasing your abilities in a mock project!

You will have **6 days** to produce a result for a **mock project** depending on the Department(s) you chose

Step 3 - Interviews

This is **your** chance to shine! Tell us all about yourself and **your ambitions** in our interview assessment

Interviews will take between 15-30 minutes and focus on your **character**, approach to **team work** and **technical skills**

You
are
here

Success!

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Candidate Profile

General requirements for our Officers

As a **Global Officer**, you will take on the responsibility of **developing our initiatives** in their most varied fields, contributing to the impact and value provided upon the Network and more!

General Traits of a JEG Officer

1

Proactivity and Curiosity

Within this international experience, you will be exposed to a **multicultural environment** and interact with diverse working methods and mindsets, so you should be **committed to learning and growing** as much as possible from this opportunity.

2

Management Skills

You will have to manage the new responsibilities delegated onto you and how you aim to **ensure** their execution. As such, we are looking for those who have **great organisational skills** and responsibility, in order to create an environment of achievement.

3

Collaborative Spirit

You will become part of a **large team**, not only within your own Department, but among the remaining structure of JE Global as well. Therefore, it is crucial that you **present a strong sense of collaboration** and achievement to make the JE Global team reach its full potential.

General Requirements of a JEG Officer

1

Education & Aspirations

You must be a **current student** enrolled in an educational programme or **recent graduate** with aspiration to continued education. We especially welcome gap year applicants. It is also important to have availability for **minimum** 8 hours/week of commitment.

2

English Proficiency

You will have to be well versed in the English language, level B2 or above, since it is the **official language** of the **Global Confederation**. Additional languages are advantageous, especially UN languages and Portuguese.

3

Collaboration Tools

You will become part of a **global team**, where you will work in a remote and international environment. Therefore, it is crucial that you are **familiar** with tools such as **Slack, Google Workspace and Notion** and be capable of proficiently handling such tools to your advantage.

Departments

Your opportunity at JE Global's Team and
shaping the future of Junior Entrepreneurship

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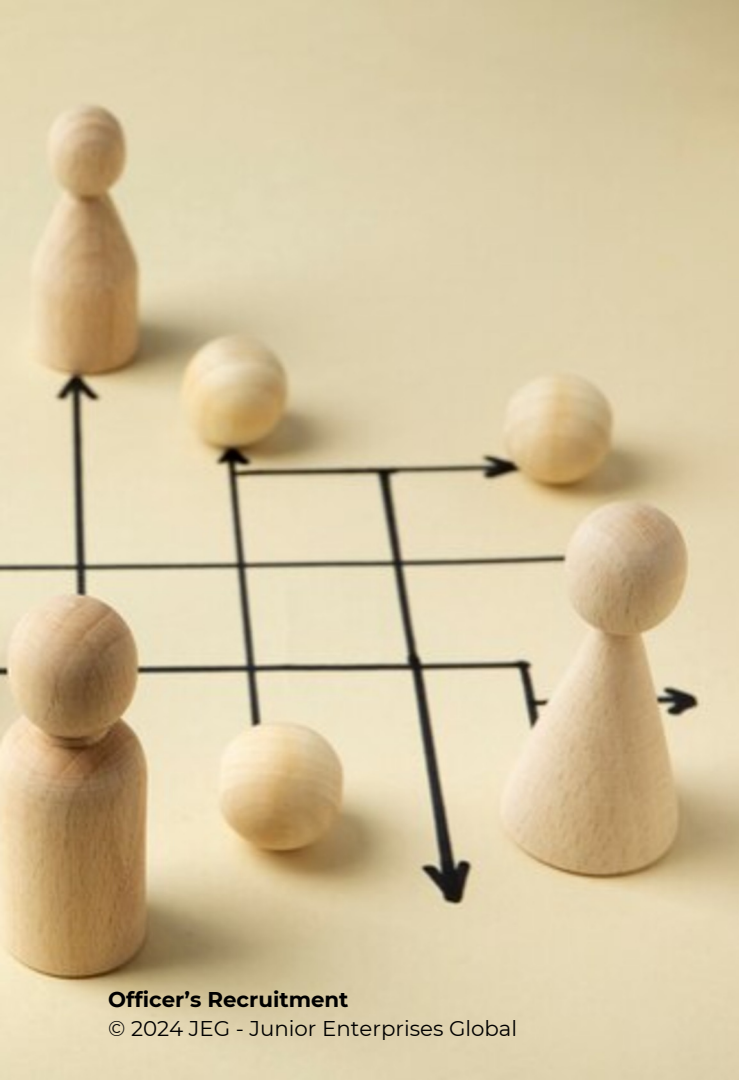
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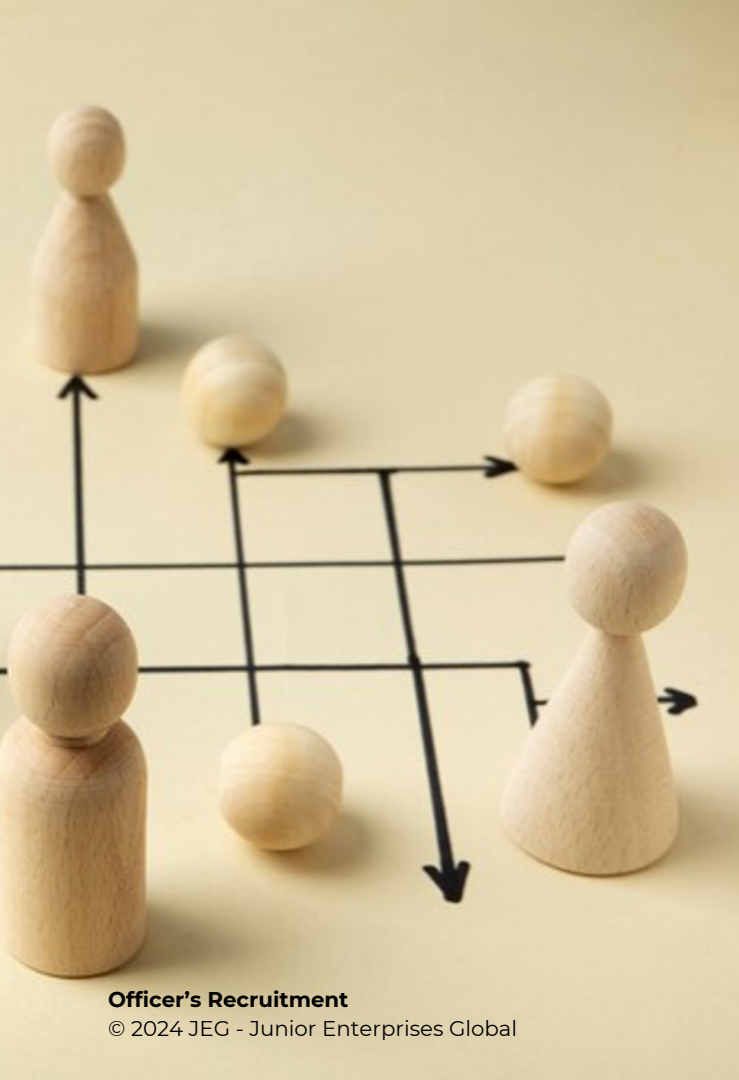
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Strategy

Department responsible for taking part in **high-impact projects** dedicated to the Global Network and contributing in the planning, development and monitoring of **organisation-wide initiatives**.

- Develop and implement the strategic framework for JE Global's growth.
- Conduct SWOT analysis to inform strategic initiatives and new expansion projects.
- Assist in drafting policies and procedures that guide the organisation's growth and operations.
- Collaborate with other departments to ensure cross-functional alignment.
- Regularly assess progress of strategic goals, the effectiveness of strategies and their implementation.



Role Requirements

We seek individuals with a strong **analytical acumen**, a **strategic approach**, and experience in **business planning** or **management consulting**, who fulfill the following requirements:

- At least 6 months of experience in a Junior Enterprise/National Junior Enterprise Confederation.
- Strong strategic, organisational, and analytical skills.
- Strong communication, and problem-solving skills.

Internal Governance

Department responsible for ensuring the **efficient and effective operation** of JE Global. And having efficient **communication** with bodies such as the General Assembly.

- Draft and implement governance policies and frameworks for confederations and Junior Enterprises.
- Ensure compliance with JE Global's internal governance protocols and ethical standards.
- Conduct governance audits to ensure procedural compliance across all confederations.
- Collaborate with the Regulatory & Compliance Department to ensure synergy between governance and legal frameworks.

Role Requirements

We seek individuals with a background in **corporate governance**, organisational **management**, or **legal studies**, who fulfill the following requirements:

- At least 6 months of experience in a Junior Enterprise/National Junior Enterprise Confederation.
- Strong attention to detail and a commitment to ethical practices.
- Strong organisational, communication, and problem-solving skills.



Regulatory & Compliance

Department responsible for ensuring that JEG meets all external **legal and regulatory requirements**, mitigating risks through adherence to laws, management of audits, and legal and contractual guidance.

- Develop legal frameworks and compliance policies for new and existing Confederations.
- Ensure all activities comply with international laws, regulations, and contractual obligations.
- Conduct risk assessments to safeguard JE Global's activities globally.
- Collaborate with legal partners in different regions to ensure local compliance.



Role Requirements

We seek individuals with **expertise in law, compliance, or risk management**, who fulfill the following requirements:

- Minimum 6 months of experience in a Junior Enterprise/National Junior Enterprise Confederation, or similar entrepreneurial youth organisation.
- Strong understanding of international regulatory frameworks and compliance.
- Excellent legal research, organisational, and communication skills.

Financial Operations

Department responsible for ensuring JEG's **financial integrity** and **legal compliance**, mitigating risks through adherence to laws, management of audits, and legal and contractual guidance.

- Assist in budgeting processes, financial reporting, and grant management across JE Global.
- Assess financial benchmarks and KPIs to ensure financial transparency.
- Manage the Continental Confederation Support Fund and Junior Enterprise Grant Funding Model.
- Ensure all financial operations adhere to best practices and JE Global's standards of integrity.

Role Requirements

We are looking for individuals with a solid foundation in **finance, accounting, or financial analysis**, with a comprehensive set of skills such as:

- Minimum 6 months of experience in a Junior Enterprise/National Junior Enterprise Confederation.
- Strong financial acumen, with proficiency in financial management tools (e.g., Excel, QuickBooks).
- Strong analytical, communication, and problem-solving skills.

A close-up photograph of a hand watering a small green seedling. Water droplets are falling from the fingers onto the leaves and soil. The background is a soft, out-of-focus green.

Network Development

Department responsible for **supporting the different Entities under JE Global's scope** and **conducting Audit Campaigns for formal assessments of development** across the Network.

- Develop and lead programmes to foster collaboration and knowledge-sharing within the JE network.
- Oversee the Global Confederational Audit Programme and the Junior Enterprise Development Programmes.
- Create platforms for confederations to share best practices and tackle common challenges.
- Collaborate with other departments to ensure alignment with JE Global's broader strategy.



Role Requirements

We are looking for someone who is **communicative, organized, proactive and perceptive**, with a comprehensive set of skills such as:

- Minimum 6 months of experience in a Junior Enterprise/National Junior Enterprise Confederation.
- Strong organisational and communication skills.
- Ability to work in a remote, international environment and execute projects with the Department Team.

Global Enlargement

Department responsible for **enlarging the Network and the JE concept** across the globe.

- Take part in expansion initiatives to establish new confederations and Junior Enterprises in targeted regions.
- Develop regional strategies and policies to support the sustainable growth of the JE Movement.
- Foster partnerships with local and international stakeholders to facilitate regional expansion.
- Oversee the development of new Junior Initiatives and provide support for their growth.



Role Requirements

We are looking for someone who is **resilient, curious, creative, and autonomous**, with a comprehensive set of skills such as:

- Minimum 6 months of experience in a Junior Enterprise/National Junior Enterprise Confederation.
- Strong knowledge of international expansion strategies and community engagement processes.
- Excellent communication and project management skills.



Global Talent

Department responsible for **managing and fostering the growth of the people within JEG.**

- Develop and implement recruitment strategies to attract high-quality talent to JE Global.
- Assist mentorship and development programmes for Officers.
- Create professional development plans and training opportunities for talent within the Confederations.
- Collaborate with department Directors to identify talent needs and ensure the right individuals are recruited.



Role Requirements

We are looking for someone who is **communicative, empathetic, organised and analytical**, with skills such as:

- Minimum 6 months of experience in a Junior Enterprise/National Junior Enterprise Confederation, or similar entrepreneurial youth organisation.
- Strong knowledge of recruitment strategies, talent development, and HR practices.
- Strong organisational and communication skills.



Alumni Affairs

Department dedicated to **maintaining and nurturing relationships with former members** of JE Global. It aims to engage alumni as **mentors, advisors, and supporters**, leveraging their experience for the benefit of the current network.

- Develop and implement strategies to engage alumni and maintain long-term relationships.
- Oversee mentorship programmes that connect alumni with current members and emerging leaders.
- Organise events and initiatives that involve alumni participation in JE Global's strategic projects.
- Collaborate with other departments to involve alumni in JE Global's global initiatives.



Role Requirements

We are looking for someone who is **communicative, empathetic, organised and analytical**, with skills such as:

- Minimum 6 months of experience in a Junior Enterprise/National Junior Enterprise Confederation.
- Strong relationship management, communication, and organisational skills.
- Strong analytical, communication, and problem-solving skills.
- Ability to work with CRM tools and engagement platforms in a remote, international environment and execute projects with the Department Team.



Connection & Events

Department responsible for **creating and managing events and initiatives that connect and generate value for the Network.**

- Plan and execute global and regional events, including virtual conferences, leadership academies, and networking sessions.
- Oversee the Global Event Participation Programme to ensure visibility at key global events.
- Develop engagement strategies to increase participation in events across the JE network.
- Collaborate with the Global Communication Department to promote events and increase visibility.





Role requirements

We are looking for someone who is **communicative, creative, organised and analytical**, with skills such as:

- Minimum 6 months of experience in a Junior Enterprise/National Junior Enterprise Confederation, or similar entrepreneurial youth organisation.
- Proficiency in event management software and tools (e.g., Zoom, Eventbrite, Google Meets).
- Strong organisational and communication skills.
- Ability to work in a remote, international environment and execute projects with the Department Team.





Global Communication

Department responsible for **spreading valuable information across stakeholders in and outside the Network.**

- Develop and implement communication strategies to promote JE Global's initiatives.
- Take part in the Global Communications Task Force and ensure effective communication across all channels.
- Manage JE Global's social media presence, crafting engaging content for global audiences.
- Collaborate with other Departments to ensure consistent messaging and branding.



Role requirements

We are looking for someone who is **creative, communicative, organised and analytical**, with skills such as:

- Minimum 6 months of experience in a Junior Enterprise/National Junior Enterprise Confederation, or similar entrepreneurial youth organisation.
- Proficiency in graphic design tools (Canva, Figma, or Adobe Creative Suite) is required.
- Strong writing, editing, and communication skills, with the ability to create engaging content.



Technology

Department responsible for **maintaining and improving** the technological infrastructure of JE Global, **ensuring data security, and providing technological support and solutions** to enhance the organisation's operational efficiency.

- Oversee the development and maintenance of JE Global's technological infrastructure.
- Participate in the creation and management of digital platforms, including the Global Junior Enterprise Data Platform and peer-to-peer learning systems.
- Ensure cybersecurity measures are in place to protect sensitive data and information.
- Collaborate with other departments to ensure the seamless integration of IT systems with organisational processes.



Role requirements

We are looking for someone who is **analytical, adaptable, proactive, and solution-oriented**, with a comprehensive set of skills such as:

- Minimum 6 months of experience within a Junior Enterprise/National Junior Enterprise Confederation, or similar entrepreneurial youth organisation.
- Strong understanding of international regulatory frameworks and compliance.
- Proficiency in programming languages, cloud technologies, and data analytics tools, especially around G-Suite/Google Workspace.

A close-up photograph of two people shaking hands. The person on the left is wearing a grey suit jacket and a light blue shirt. The person on the right is wearing a blue shirt. The handshake is firm and central to the image.

Partnerships

Department responsible for first **establishing and nurturing strategic partnerships** and second, **managing public relations to enhance JE Global's visibility.**

- Develop and manage strategic partnerships with global institutions, corporations, and educational organisations.
- Take part in the negotiation of partnership agreements and ensure that partnerships align with JE Global's strategic goals.
- Identify new partnership opportunities to support the JE Movement.
- Collaborate with other departments to ensure that partnerships contribute to JE Global's mission.

A close-up photograph of two people shaking hands. The person on the left is wearing a grey suit jacket and a light blue shirt. The person on the right is wearing a blue shirt. The handshake is firm and central to the image.

Role Requirements

We are looking for someone who is **communicative, strategic, relationship-oriented and insightful**, with a comprehensive set of skills such as:

- Minimum 6 months of experience in a Junior Enterprise/National Junior Enterprise Confederation, or similar entrepreneurial youth organisation.
- Strong negotiation, communication, and relationship management skills.
- Ability to identify and secure strategic partnerships that align with organisational goals.



Global Advocacy

Department responsible for **promoting the importance of entrepreneurship** and student-led enterprise (JEs) while influencing policy and **raising awareness** across global platforms.

- Partake in advocacy initiatives to promote youth entrepreneurship and student-led enterprises at international events, such as the G20 and UNESCO.
- Develop and implement strategies to influence global policy in favour of the JE Movement.
- Create advocacy toolkits and policy papers showcasing the impact of Junior Enterprises.
- Build relationships with international stakeholders to further the mission of JE Global.



Role Requirements

We are looking for someone who is **communicative, strategic, relationship-oriented and insightful**, with a comprehensive set of skills such as:

- Minimum 6 months of experience in a Junior Enterprise/National Junior Enterprise Confederation, or similar entrepreneurial youth organisation.
- Strong understanding of global policy, international relations, and advocacy strategies.
- Excellent communication and public speaking skills.
- Ability to identify and secure strategic partnerships that align with organisational goals.

Global Analytics

Department that focuses on **data collection, analysis, and interpretation** to support informed decision-making within JE Global. It provides **crucial insights** that drive the organisation's strategic and operational initiatives. Furthermore, it compiles **Global Data Reports**.

- Development and maintenance of data collection tools for the JE network.
- Analyse data to track the impact of Junior Enterprises and measure performance.
- Produce regular reports and insights to guide strategic decision-making within JE Global.
- Track KPIs and metrics for Junior Enterprise and other entity performance across the network.

Role Requirements

We are looking for someone who is **communicative, strategic, relationship-oriented and insightful**, with a comprehensive set of skills such as:

- Minimum 6 months of experience in a Junior Enterprise/National Junior Enterprise Confederation.
- Strong proficiency in data analytics tools (e.g., Excel, Google Data Studio, Tableau, PowerBI).
- Strong analytical, communication, and problem-solving skills.
- Ability to work with large datasets and generate succinct reporting.



Global Design

Department responsible for **maintaining and enhancing the visual identity and recognisability of JE Global** and its products. This includes overseeing **branding, digital design**, and the creation of **marketing materials** to ensure consistency and creativity in visual communications.

- Development of JE Global's visual branding, ensuring consistency across all materials.
- Design marketing materials for global events, reports, and digital platforms.
- Partake in creative initiatives such as the Global Design Standard.
- Collaborate with other Global Departments to ensure visual alignment in all communication channels.



Role Requirements

We are looking for someone who is **communicative, strategic, relationship-oriented and insightful**, with a comprehensive set of skills such as:

- Minimum 6 months of experience in a Junior Enterprise/National Junior Enterprise Confederation or similar entrepreneurial youth organisation.
- Proficiency in design software (e.g., Canva, Figma, Adobe Creative Suite).
- Strong visual communication, branding, problem-solving and design skills.
- Ability to work creatively in a remote, international environment and execute multiple design projects simultaneously with the Department Team.



Are you ready to take your career to the Global stage?

[Apply here now!](#)

