Internship Opportunity in DCA: Fight for Human Rights and Equality

About the job

Are you interested in global development and humanitarian assistance? This is an opportunity to further develop your knowledge and skills in analysis, practice and documentation with one of Denmark's largest non-governmental organisations (NGOs). DanChurchAid (DCA) seeks an intern for the Programme, Advocacy and Learning Unit to assist us in trends analysis, research, data management and other tasks for programme, advocacy, and policy work, covering a wide range of development and humanitarian issues. You will be placed in the Cross-cutting advisor team, working with a strong team of committed colleagues in our Copenhagen office with links to our 20 country offices in Africa, Asia, the Middle East and Ukraine.

Cross-cutting Intern with a Fight for Human Rights and Equality focus

DCA sees inequality, as perpetuated by unjust structures, norms, and institutions and a major development and human rights issue which is strongly articulated in the organisation's global strategy through the global goal: Fight for Human Rights and Equality. This work is further strengthened by applying DCA's cross-cutting commitments (such as human rights-based approach, faith-based approach, gender equality and civic space) across all DCA's work to contribute to systemic change. DCA works nationally and globally on transforming the norms, perceptions, power relationships and structures that perpetuate injustice and inequality. As a Spring 2027 intern, you will support the roll-out of DCA's next 5-year strategy, contribute to and learn how we work with local partners, faith actors, and other organizations to support human rights.

As an intern, your key responsibilities may include:

• Participate in, contribute to, and support programmatic advocacy and research work related to cross-cutting commitments, the FIGHT goal, localization, and DCA's business and human rights agenda.
• Support the production of the Annual Results Report 2026 and the report of the last 5-year strategy period.
• Assist with and conduct research for internal studies based on annual reporting and with the possibility of conducting interviews with country offices to collect information on best practices on the ground.
• Support coordination in relevant networks and working groups that DCA engages in on human rights, religion & development/faith-based and gender justice.
• Support day-to-day programme and project management tasks and help with preparation and planning of meetings, workshops, and events.
• Ensure monthly reporting on civic space issues.
• Ad-hoc assignments and administrative support.

Your profile:

• Interest in/knowledge of working with humanitarian interventions and/or development work.
• Enrolled in a relevant university programme (e.g., political science, international relations, development studies, social science, theology, human rights, gender studies etc.).
• Fluent in English, both orally and written.

• Ability to do research and compile data and information into easy-to-understand briefing material.
• Proactive and with strong interpersonal skills.
• Ability to work in Excel, Word, PPT and other applications at intermediate level.
• Can work primarily in the office in the Spring semester 2027.

What we offer:
• A 5-month full-time internship with one of Denmark's largest NGOs, based centrally in Copenhagen and with offices in 20 countries worldwide.
• The opportunity to work on a wide range of development and humanitarian issues with committed and professional DCA experts and get at the front of new trends and developments in our fields of work.
• The opportunity to help define your tasks according to interests and competencies.
• The opportunity to establish networks within and outside DCA.
• The internship is unpaid, but DCA will provide a laptop for the duration of the internship period as well as free lunch.

Practical information:
• Please apply through DCA's online recruitment system by **November 26th, 2027.** Expected starting date is February 1st, 2027.
• You should be able to come to the office in Copenhagen 4 days a week (without financial or visa support from DCA) with the possibility of working from home on other days. The application must consist of a motivational letter and a CV written in English.
• Only shortlisted candidates will be contacted, and interviews are expected to take place 2nd of December 2025. DCA is not in position to offer any relocation or visa support for this internship.
For further information, contact Senior Advisor Jørgen Skrubbeltrang at jskr@dca.dk.
All interested candidates irrespective of age, gender, race, religion, sexual orientation, abilities, or ethnic affiliation are encouraged to apply for the vacancy. DCA conducts an anti-terror check as part of the recruitment process. It is a prerequisite that you pass this check and maintain this status throughout your employment with us. Everyone applying for a job with DCA must be ready to comply with our Staff Policy on the Prevention of Sexual Exploitation, Abuse and Harassment and our Child Safeguarding Policy