

Intern to assist with Disability Inclusion Work

Are you eager to gain insights into the humanitarian and development fields with a focus on disability inclusion? Do you want to put your experience and knowledge into practice? Then you should apply as an Intern for the Humanitarian Response and Mine Action Unit in the fall semester 2026.

About the internship

As an Intern to the two Protection Advisors, you will get the opportunity to put your skills into practice in one of Denmark's largest NGOs.

To ensure the meaningful inclusion of persons with disabilities within its programs, DCA utilizes a twintrack approach as outlined in IASC Guidelines on Inclusion of Persons with Disabilities in Humanitarian Action, combining disability mainstreaming with targeted interventions. To operationalize this, DCA continually supports implementers to strengthen collection of disability disaggregated data, utilization of that data and the participation of individuals with lived experience to identify and remove barriers. DCA also strives to continually learn from and refine targeted interventions to address specific vulnerabilities of persons with disabilities, particularly within the framework of Mine Action Victim Assistance programming.

The primary output of this internship, with support from supervisors, is the design and implementation of a disability inclusion stock-take across DCA's 20 country programs. The exercise will map Organizations of Persons with Disabilities (OPDs) that DCA works with globally; targeted interventions, adaptive actions, and policies that can generate learning and potentially scalable best practice.

Additional tasks (may) include:

- Monitoring global best practices in disability inclusion
- Reviewing of global and country- specific documents, reports, policies and tools
- Arranging and participating in meetings, webinars and training with DCA staff and partners
- Supporting the roll-out of the OECD Disability Marker for all DCA projects
- Coordinate with other relevant advisors to ensure an intersectional lens is always applied

Your profile

- Enrolled in a relevant Master's university programme (e.g. disability studies, human rights, policy and advocacy, social work, psychology, social science, international development, or similar).
- Lived experience with-/interest in-/knowledge of- disability inclusion. Experience living/working in the global south is considered an advantage.
- Fluency in English, both orally and written. Knowledge of French or Arabic is considered an advantage, but not a requirement.
- Possess strong analytical skills, with the ability to process large amounts of information, identify relevant data and use it to inform initiatives.
- Good knowledge of the Microsoft Office package.
- Proactive nature with a strong willingness to learn.
- Able to function in a diverse workplace. Can demonstrate the willingness, ability, and sensitivity required to understand people with different backgrounds. Can reflect on the impact of one's own cultural background and how that may be perceived by other people.

We are committed to equal opportunity and diversity in our hiring practices and welcome applications from all qualified candidates, particularly those from underrepresented groups.

What we offer

- A 5 to 6-month unpaid internship with one of Denmark's largest NGOs, based either in Copenhagen or in the successful candidate's chosen base location. Note that the role does not include visa, travel, accommodation nor living expenses. If remote, this must be acknowledged by the candidate's university as an acceptable form of internship. Remote opportunity only available for candidates in countries where unpaid internships are aligned with applicable (labor) law.
- The opportunity to work on disability inclusion with committed and professional specialists.
- The opportunity to help define your tasks according to interests and competencies.
- The internship can be adjusted within reason to accommodate requirements and expectations from your university.
- Reasonable modifications and flexible work arrangements will also be made to accommodate the diversity of needs and capacities of the selected candidate.
- Guidance for academic papers in connection to the internship.

Duration of internship:

Fall of 2026 for 10 weeks: August 24th to October 30th, 2026 (week 35 to week 44). By agreement, the internship can be extended to 21 weeks, running from August 24th, 2026 – January 29th, 2027 (week 35 to week 4).

Internship period and application

We offer a 5 to 6-month internship in the autumn semester 2026. The exact start date and internship period is flexible. The internship is designed as a full-time position (37 hours a week) but we are flexible in relation to academic courses, student work etc. The internship is unpaid; therefore, applications from candidates with existing funding are preferred (SU/grants).

Along with your motivational letter please add a page where you answer these two questions:

1. How would you define disability? You can quote inter-agency definitions, but focus on how you perceive them. (300 words max)
2. What is your experience with disability inclusion? Please highlight evidence of your experience and explain your interest in this area. (300 words max)

Application deadline is **24 August 2026**; however, applications will be reviewed on a rolling basis. Please apply by uploading your motivational letter (1 page max), answers to the questions above, CV, and academic transcript. Interviews will take place in person and online on a rolling basis and are expected to conclude approximately **7 September 2026**.

If you have any questions related to the position, please contact Protection Advisors Marilena Kollia (mako@dca.dk) or Sarah Alamri (alam@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 can 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 Code of Conduct, Staff Policy on Prevention of Sexual Exploitation, Abuse and Harassment and our Child Safeguarding Policy.