

Job Description

Internship - Associate Changemaker for Destinations – Spanish speaking

Activity Rate	32 hours per week to Full-time
Type of Contract	Join us for 6 months internship with the possibility of progressing to full-time employment
Start Date	1 October 2026
Skills Required	Fluent Spanish and English (essential) – French an advantage
Office / Location	<i>Remote – Home-Based, Europe – ideally based in Spain</i>

Overview Organisation	GDS-Movement envisions thriving places and communities activated by regenerative tourism and events. Our mission is to empower people with the mindsets, skill sets, and toolsets to create regenerative destinations to visit, meet, and live in. The GDS-Movement evolved from the Global Destination Sustainability Index a global benchmarking and performance improvement programme that helps destinations measure, manage, and improve their sustainability performance through a structured, data-driven framework. It assesses environmental, social, supplier, and destination management indicators, enabling cities and regions to benchmark progress and strengthen their competitive edge. We are a passionate, dynamic, and growing global team, totally committed to building a regenerative economy. We love time in nature, a healthy work-life balance, laughing, and living life to the full. Find out more at www.gds.earth.
Job Objective	We are growing and looking for aspiring changemakers to join our team. Are you up for a challenge, want to make a big difference, and love learning new things? This is a client-facing, account management focused role. You will step into our Spanish-speaking seat, nurturing relationships with our clients in Spain and Latin America from day to day alongside a senior Changemaker leading the accounts, and helping us win new ones. Fluent Spanish is essential. Working closely with our consulting and Index teams, you will spend your time in front of clients – in meetings, at industry events, and on calls – building connections, understanding what destinations need, and helping turn those conversations into won business. You will be trained in the GDS-Index Methodology and in how we sell and deliver our programmes, and have the opportunity to use your knowledge and expertise to improve our approach and expand our reach and impact.

	We are looking for someone who has the instincts and the appetite for this work. We do not expect you to know everything that the job requires from the outset. We do require you to want to learn and to live the sustainability practices we advocate.
Main Responsibilities	▪ Support account management for GDS-Index and GDS-Consulting clients across EMEA, with particular responsibility for our Spanish-speaking clients, staying in regular contact, building relationships, and helping secure renewals ▪ Join client meetings and pitches in person and online, shadowing the senior Changemaker at first, then leading your own conversations ▪ Help build the pipeline: research and prospect destinations, regional tourism organisations and partners, make first contact, and qualify opportunities ▪ Contribute to proposals and follow-ups, and see opportunities through, alongside senior Changemakers ▪ Keep HubSpot up to date so the pipeline is accurate and up to date ▪ Work alongside other Changemakers on deliverables for both GDS-Movement and clients, and support the sustainability benchmarking of destinations participating in the GDS-Index
Description of The Relationships	▪ Internally, s/he/they will report to a senior changemaker during the internship.
Skillset Requirements	▪ Studying towards or recently completed a Master's degree in Marketing/Communications, Business, Events, Tourism, Sustainability, Project Management, or the Social Sciences ▪ You enjoy being around people and are energised by meetings, events and new introductions ▪ Commercially minded: the idea of selling something you believe in, and closing the deal, excites you ▪ Confident presenting and speaking to a room, virtually and in person ▪ Resilient and persistent: comfortable picking up the phone, following up, and hearing no without losing momentum ▪ An excellent listener, able to understand what a destination needs and connect it to the right GDS-Movement solution ▪ Passion, knowledge, and drive to create a more regenerative world ▪ Ability and desire to work remotely, with independence and responsibility to deliver results with minimum management ▪ Trusted to meet deadlines and workflow commitments ▪ Attention to detail
Specific Technical Skills	▪ Excellent knowledge of Microsoft Office, including Co-pilot, Excel, PowerPoint, and Word ▪ Working knowledge of the HubSpot CRM, or the confidence to pick it up quickly ▪ Flair for working on AI and IT platforms ▪ Preferred: working knowledge of formal project management software suites like Monday.com, Plaky, or Basecamp (we use Plaky) ▪ Accustomed to using productivity software for remote, collaborative teams e.g. Slack, Teams, Zoom, Clockify, Miro
Additional Requirements	▪ Fluent Spanish and English, written and spoken – this is essential to the role. You will be the day-to-day contact for our Spanish-speaking clients and will work in Spanish in meetings, on calls, and in writing ▪ French an advantage ▪ Commitment to sustainable practices and philosophies ▪ Based in Europe, ideally in Spain
Salary	▪ Stipend of €1,221€ gross /month for a 40-hour week

Travel

- You may be required to travel, Schengen visa or residency is needed