

2025

Women's Aid Recruitment Pack

Too Into You
Diverse Voices
Engagement Project
Leader

Women's  Aid

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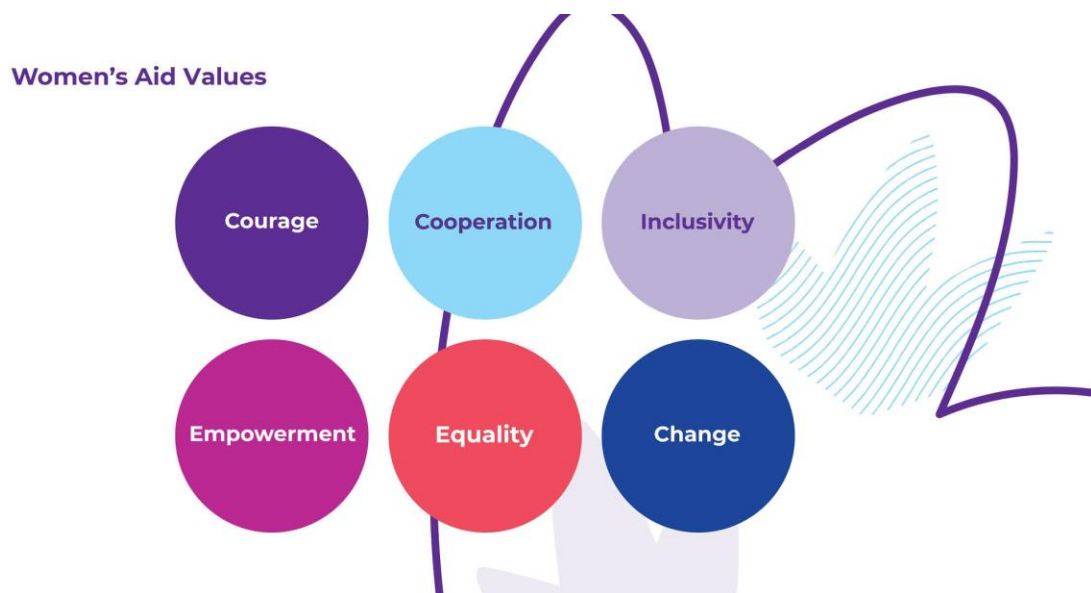
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About Women's Aid

Women's Aid is a national, feminist organisation working to prevent and address the impact of domestic violence and abuse, including coercive control. We do this by advocating, influencing, training, and campaigning for effective responses to reduce the scale and impacts of domestic abuse on women and children and providing high quality, specialised, integrated, support services.

Women's Aid Values



To achieve our purpose and vision of zero tolerance of domestic abuse and all forms of violence against women Women's Aid:

- Acts with **courage** to boldly challenge patriarchal systems, structures, and attitudes in all aspect of our work.
- Works in **co-operation** to share knowledge, skills, and expertise to achieve shared goals and improve responses to domestic violence and abuse.

- Strives to embed **inclusivity**, diversity, and accessibility across all our work.
- Supports the **empowerment** of women to exercise agency on their own behalf as a right, whatever their circumstances.
- Believes that achieving **equality** in status, rights and opportunities for all women is essential to address the causes and consequences of domestic violence and abuse.
- Works to achieve positive **change** for everyone through a combination of individual, community-based and social action.

Our vision is an equal Ireland with zero tolerance of all forms of violence against women, including domestic abuse. For more information read our [current Strategic Plan](#).

About the Strategic Communications Team

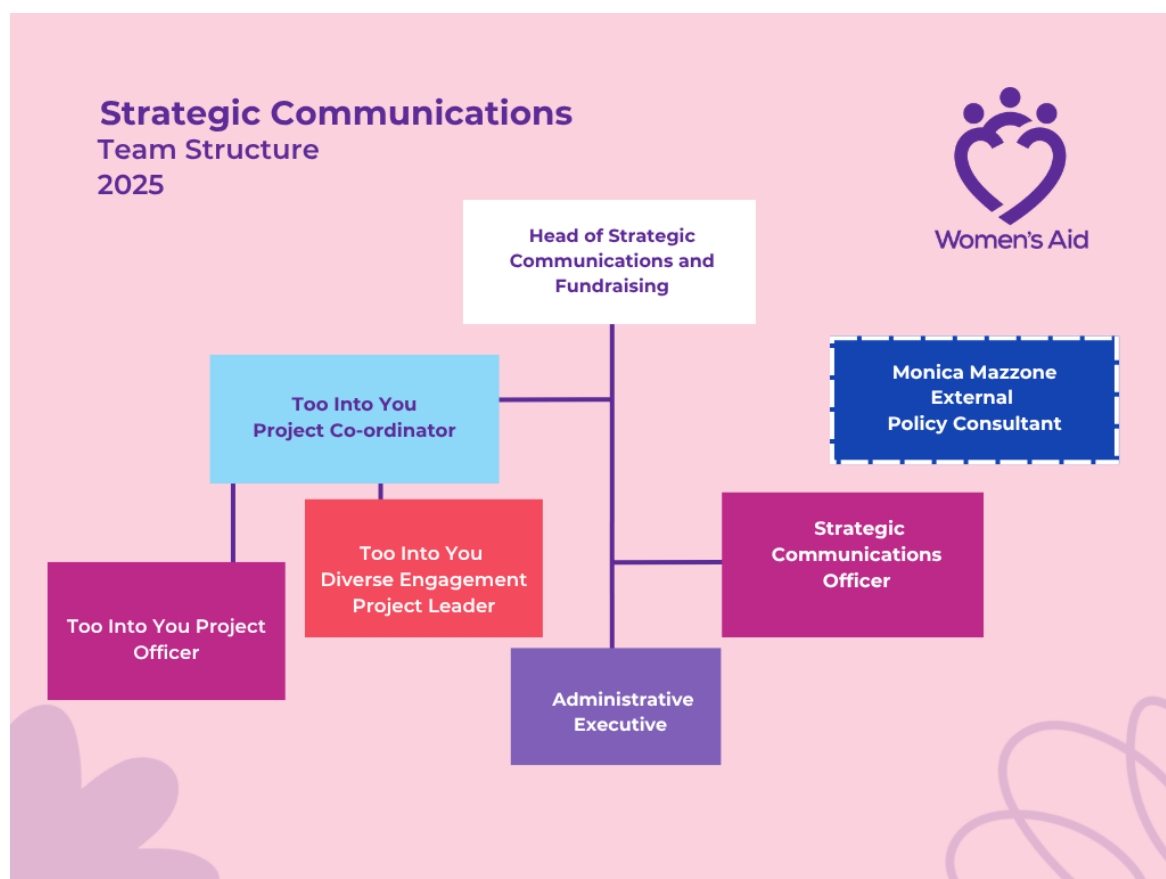
The Strategic Communications team sits within the Strategic Communications and Fundraising Department at Women's Aid. The strategic communications are a **strong, dynamic, positive, fast paced team** which leads the way in raising awareness and providing information on intimate relationship abuse and abuse to victim-survivors, their families and friends, their communities and wider society. Our annual public awareness initiatives and communications activities, such as the Too Into You Project and 16 Days of Action campaign, are a vital way to highlight the prevalence, nature and impact of domestic violence and abuse, intimate relationship abuse and femicide. We also provide solution-based recommendations on improving preventions, legal responses, policies, and protections to support women and children subjected to domestic violence and abuse, and we bring their concerns to international, national, and local fora. We also carry out strategic research to support evidence-based responses to domestic abuse.

About the Too Into You Project

The Strategic Communication team runs the **Too Into You Project**, which is focused on young people, in particular young women, aged 18-25. The project aims to teach young people about the difference between healthy and unhealthy relationships, the red flags of intimate relationship abuse, and provide support at our dedicated website for young people.

Read more at www.toointoyou.ie.

Strategic Communications Team Structure



Benefits of Working with Women's Aid

- **Annual Leave:** Annual leave entitlement is 25 days per annum pro rata.
- **Privilege Days:** Good Friday and Christmas Eve.

- **Pension:** Women's Aid operates a contributory pension scheme which all employees may join after 6 months in the organisation.
- **Maternity Leave:** Women's Aid will pay full salary (less Social Welfare benefits) for the period of the 26 weeks paid leave (subject to 1+ year service).
- **Parents' Leave:** 9 weeks' leave topped up to full salary during the first 2 years of a child's life, or in the case of adoption, within 2 years of the placement of the child with the family for eligible employees.
- **Employee Assistance Programme:** Women's Aid provides an extensive employee assistance programme.
- **Death in Service Benefit:** Available for all employees to the value of 2 years' salary.
- **Trade Union Membership:** The staff of Women's Aid has an option of joining the recognised representative Trade Union Forsa.
- **Training Allowance:** Annual allowance for staff members to undertake training to enhance skills and expertise (subject to budget availability).
- **Travel Supports:** Bike-to-work schemes and tax saver commuter tickets.
- We also offer a range of other supports, including paid leave for employees experiencing **menopause, problematic periods** or subject to **domestic abuse**.
- **Equality and Diversity:** Women's Aid is committed to the promotion of equal opportunities and cultural diversity.
- **Lived experience:** While lived experience as a survivor of domestic abuse is not a requirement for any role in Women's Aid, we welcome applications from suitably qualified individuals with lived experience.

About the Role

- **Reference:** TIY2025 (please cite in all communications with Women's Aid).
- **Reports to:** Too Into You Project Co-ordinator
- **Contract:** 9-month fixed-term contract.

- **Hours:** 21 hours per week. Women's Aid's full-time working week is 35 hours (excluding lunch). Core working hours are ordinarily between 8am and 6pm Monday to Friday, unless a role requires different contracted hours. Flexibility may be required.
- **Location:** Primarily based at Women's Aid head office in Dublin 2 but also working in an outreach capacity, travelling when appropriate to deliver in person workshops across Ireland. Some remote/hybrid working may also be required, and a % of hybrid working will be considered on application in line with the organisation policy.
- **Salary:** €45,000 per annum, pro rata which is the equivalent to €20,250 based on 21hrs per week for 9-months.

Purpose of the Role

We are seeking a positive, pro-active, and motivated team player to deliver on a 9-month fixed term project to engage young people (age 18-25), particularly those from marginalised communities, to ensure their voices and experiences are clearly represented within the Women's Aid's Too Into You project. The purpose of this role is to help make the Too Into You project more representative, visible, and impactful across Ireland.

The Too Into You Diverse Voices Engagement Project is funded by the RTE Toy Show Appeal, through Community Foundation Ireland.

The successful candidate will:

- Design, convene and facilitate a series of inclusive workshops with a range of key target young participants (age 18+) from diverse and marginalised communities, to explore young people's knowledge and experiences of relationships, intimate relationship abuse, and key factors that both help and hinder help-seeking.
- Insights from these sessions will then inform the development by the Project Leader, with participating young people, of a new series of visually

creative and accessible resources to represent diverse lives and experiences; adding to the existing Too Into You campaign and awareness materials.

- Insights from young people's diverse experiences shared in the workshops will also be documented to support Women's Aid's internal professional development for delivery of frontline supports to marginalized groups, and the organisations training and advocacy work.
- The audio-visual materials created will reflect the diverse realities of young people's lives, relationships and particular support needs. These will then be circulated on social media, among key partners, and will be embedded into a Toolkit resource that will accompany a new training practice session to be developed and delivered by Women's Aid Training & Development Department to professionals working with youth, as another strand of this funded project.

Duties and Responsibilities

- Plan, coordinate, and facilitate a focused workshop programme engaging with diverse youth groups, including LGBTQ+ young people, Traveller and ethnic minority groups, young disabled women, and others. To convene youth, to workshop their understanding and experience of intimate relationship abuse and to understand additional key factors that both help and hinder help-seeking for different groups.
- Create a safe, inclusive and trauma-informed space where young people feel empowered to share their knowledge and insights.
- Co-create with young people a series of digital resources (primarily short videos) that reflect diverse communities, relatable knowledge of intimate relationship abuse, red flags, healthy behaviours and help-seeking.
- Storyboarding, scripting, production of intersectional video series and supporting materials for the Too Into You project.
- Translate insights from workshops into creative content ideas for use by the Too Into You project.

- Liaise with videographers, graphic designers, and the Women's Aid Strategic Communications team to produce accessible, engaging materials.
- Consult and collect feedback from workshop participants and select stakeholders and use it to refine and finalise all creative materials.
- Ensure all outputs align with Women's Aid's and Too Into You's brand identity.
- Ensure, with the Too Into You Project Co-ordinator, that the development of project materials and delivery of workshops is kept to the agreed budgets.
- Build and maintain partnerships with stakeholder organisations, youth organisations, community groups and others who support marginalised young people to help recruit youth participants (18+) to engage.
- Document key insights from each workshop into a concise report for use by Women's Aid to enhance its frontline, training and advocacy work, to be more responsive to diverse young people's experiences and needs.
- Liaise with Women's Aid Training & Development Department on development of materials for the complementary toolkit to be offered alongside practice session.
- Capture data and impact of materials and contribute substantively to project reports for funders and senior leadership throughout all stages of the project.
- Support the recruitment of volunteers from the workshop groups to join the Too Into You project after participation.
- Liaise with Women's Aid Strategic Communications team for the public distribution of the Too Into You videos and supporting materials.
- Assist with launch event to showcase the project impact and to encourage further engagement with the training and awareness offerings.
- Fulfilment of any other tasks as assigned by the Line Manager.

Other Duties:

- Attendance at organisational, team and one to one supervision meetings with Line Manager as scheduled.
- To attend internal and external training and events as required.
- To perform other duties appropriate to the job as may be assigned from time to time by [insert job name of line manager].
- Promote the overall aims and values of Women's Aid.

Competencies and Skills

Essential

- At least two years' relevant experience across the duties mentioned above.
- Strong understanding of the dynamics of domestic, sexual and gender-based violence.
- Proven ability and facilitation skills and training to plan and deliver engaging workshops for young people from diverse and marginalised communities.
- Excellent interpersonal and communication skills to build trust and rapport with diverse audiences.
- Strong proven project management skills, including the ability to manage timelines, workshops, stakeholder engagement, content delivery and track record of successful delivery of work to completion on budget.
- Experience in creating engaging educational or campaign content, ideally in collaboration with community participants, especially video and digital media.
- Ability to translate complex ideas into creative, engaging and youth-appropriate content.
- Skills in storyboarding, scripting, and working with multimedia professionals (e.g., videographers, editors).
- Organised and capable of balancing multiple priorities and deadlines.
- Excellent communication skills (written and oral).

- Excellent attention to detail.
- Understanding of how to track impact and report outcomes to funders and senior leadership.
- Proven ability to report on progress and deliver outcomes / outputs to deadlines in accordance with demanding time and quality targets.
- Competence in using digital platforms and tools for communication, collaboration, and content delivery.
- Excellent organisational and administrative skills – with an ability to respond proactively to internal and external queries in an efficient manner.
- Proven ability to problem-solve and think on your feet in a calm and measured way.
- Excellent internal organisational relationship-building and team working skills.
- Proficient in MS SharePoint.
- Ability to bring fresh ideas and creatively engage young people on sensitive topics.

Desirable Criteria:

- Experience building and maintaining partnerships with youth organisations, community groups, and professionals working with marginalised youth an advantage.
- Understanding of intersectional factors which can act as potential barriers for some young people subjected to intimate relationship abuse in recognising, disclosing or seeking support for abuse.
- Experience in creating inclusive, youth-led, and trauma-informed spaces that empower participants.
- Keen interest in and/or experience of working in gender equality or social change campaigning role.

How to Apply

Application Form: Application forms, clearly referenced TIY2025 in the subject line, should be sent by email only to Colm Redmond at colm.redmond@womensaid.ie.

Please note that only application forms are accepted. CVs will not be considered.

Closing date: 12 noon, Monday 1st September 2025.

Interview schedule: It is anticipated that first round interviews will be held on the afternoon of Tuesday 9th September 2025.

Additional information

Right to work in Ireland: All applicants must have the right to work in paid employment in Ireland. Verification of this right will be required by Women's Aid.

Personal Identification: It is employer policy to seek personal identification of all employees in the form of a recognised form of photo identification (e.g. passport, drivers' licence or public services card).