

Policy & Advocacy Officer

| | | | |
|----------------------|---------------------------|--------------------|--|
| Location: | Dublin, Ireland | Department: | Policy & Advocacy Christian Aid Ireland |
| Reports to: | Head of Policy & Advocacy | Salary: | €51,191 per annum |
| Closing date: | 1 March 2026 | | |

Role purpose

Role context:

Christian Aid Ireland is an international aid and development organisation founded by the protestant churches of Ireland and Britain. We have been standing with the world's poorest and most marginalised communities for more than 80 years, working to create a world where everyone can live a full life, free from poverty. We campaign against the structures and inequalities that keep people poor and are proud to partner with local organisations to help people, of all faiths and none, to build their own solutions to the problems they face.

We believe that real progress can only be achieved when both the symptoms and the root causes of inequality, injustice and conflict are identified and addressed, both in Ireland and abroad. We work for policy change and transformative action to build a fairer global economy, tackle the climate crisis, support effective humanitarian aid and development, prioritise peacebuilding and defend international law and human rights. If you're as determined as we are about these issues, come work with us to make change happen.

Role purpose:

The core purpose of this role is to contribute to deepening the impact and effectiveness of Christian Aid's policy and advocacy work in Ireland and internationally. It's an exciting opportunity to help develop and deliver our work in relation to economic justice, climate justice and other key [policy priorities](#), as well as specific country contexts including Colombia and Israel and the occupied Palestinian territory. The post-holder will contribute to research and policy development, and help to bring that work to key targets including political representatives, policymakers, media and the wider public, at both national and international levels.

This position will support and be managed by the Head of Policy & Advocacy as the second person in small but effective two-person team. They will work with CAI's International Programme teams and colleagues across Africa, Asia, Latin America and the Middle East to identify advocacy issues from programme countries, and with the Media & Communications team to ensure maximum visibility, impact and public engagement. They will also work with policy colleagues in Christian Aid at a global level, as well as with partner organisations in several networks and coalitions.

Expected travel per annum

National: Occasional

International: Up to 30 days



Role requirements

Key responsibilities and outcomes

Research and policy

- Produce evidence-based research and analysis to support and inform Christian Aid's policy and advocacy positions.
- Contribute to the development of new policy materials, position papers, briefing notes, statements and submissions, within CAI and in cooperation with partners, including occasionally with external consultants.
- Work with colleagues across Christian Aid globally, in particular those in country teams and local partner organisations, to raise advocacy issues from CA programme countries and ensure greater coherence between our policy and advocacy work and the wider organisation.
- Deepen and develop Christian Aid's positioning on existing priority areas regarding economic justice, including tax avoidance, sovereign debt, trade, and corporate accountability, and climate justice, including climate finance, loss & damage, adaptation and mitigation.
- Provide up-to-date and thorough analysis and assessment of national and international political developments, identifying opportunities and areas where Christian Aid can have an impact.

Advocacy

- Respond proactively to changing political contexts and developments, identifying power-holders and developing and executing targeted advocacy strategies and materials that can deliver legislative and policy change.
- Engage with key political targets to raise awareness and understanding of CAI's policy priorities and encourage action, at national, EU and UN levels as appropriate.
- Build and maintain constructive relationships with political targets and policymakers.
- Represent CAI and our positions in relevant forums, political engagements, conferences and other policy-making spaces, including at the annual UN climate change negotiations (COP).
- Ensure that CAI's policy positions and analysis are effectively represented in relevant debates and decisions in Ireland, the EU and other multilateral institutions.
- Provide analysis and advice within CAI and in our networks on political engagement, as well as specialist knowledge where appropriate.

Relationships and coalitions

- Work closely with Christian Aid colleagues, in particular the International Programme and Policy teams regarding policy issues and development, and the Media & Communications team regarding media engagement.
- Represent Christian Aid and participate in key civil society coalitions, helping to develop joint policy priorities and advocacy work. Ensure that CAI continues to play a leadership role in these networks, in particular in the Irish Coalition for Business & Human Rights (ICBHR), Stop Climate Chaos (SCC) and Dóchas.



- Engage directly with Christian Aid's local partner organisations around the world, supporting their engagement with Irish, EU and UN political processes.
- Maintain relationships with other individuals and institutions where appropriate, including think-tanks, research organisations, consultants, academics and universities.

Public engagement and communications

- Work with the Media & Communications team to distil complex policy issues into clear, understandable materials that can reach a broad audience.
- Engage with print and broadcast journalists to speak about Christian Aid's work and priorities.
- Respond proactively to identify media opportunities, ensuring Christian Aid is effectively represented in national and international media.
- Help to build the public profile and visibility of Christian Aid's policy work, as well as of our coalitions and networks, including the ICBHR and SCC.
- Work with colleagues to develop engaging and accessible campaign materials that can be used to assist Christian Aid supporters and the wider public in pushing for change.

Personal and organisational development

- Contribute to Christian Aid's wider organisational development, strategy and policy priorities.
- Seek opportunities to grow, develop and build your skillset.

Person specification

Applied skills, knowledge and expertise

Essential

- Relevant third-level degree in political science, human rights, international development, climate policy, law or other related social science, or relevant experience in lieu of academic qualification.
- A proven track record and understanding of political advocacy and policy change on issues of human rights and social justice.
- Strong understanding of the Irish political system, policymaking processes and the functioning of key political institutions, in particular the Houses of the Oireachtas and the EU.
- Familiarity with the politics of international development, including broader issues and current debates related to economic justice, climate change and other priority areas.
- Excellent research and analytical skills, such as writing policy reports, research papers or articles for publication, and an ability to analyse complex situations and look beyond the surface to the underlying root causes.
- Excellent written and verbal communication skills, with an ability to communicate complex issues simply and clearly.
- Capacity to speak in public to both specialist and general audiences, including the media.
- Planning and organisational skills, with the capacity to work to own initiative, meet tight deadlines, and prioritise work effectively.
- Interest in and enthusiasm for Christian Aid's different areas of work, and a willingness to move across different subject areas and policy priorities.



- Ability to deal sensitively and discreetly with people and information.
- Willingness to learn, take opportunities and rise to challenges, often in uncertain political contexts.

Desirable

- Experience in specific areas relevant to Christian Aid Ireland's policy priorities, such as business & human rights, corporate accountability, climate policy, tax justice, trade or debt.
- Experience of delivering impact in advocacy, campaigning or communications in an NGO, public policy position or similar environment.
- Experience within national government or multilateral institutions e.g. Dáil Éireann, Seanad Éireann, EU institutions, United Nations.
- Experience of engagement with media to convey policy positions.
- Experience in public campaigning, including online and digital campaigns.
- Experience working in networks or coalitions, building relationships and working with diverse groups of organisations to deliver impact.
- Language skills, in particular Irish, Spanish or French

DATE CREATED

5th February 2026

Further details of specific tasks and duties will be agreed with the line manager as part of the performance agreement. Any reasonable duty may be assigned that is consistent with the nature of the job and its level of responsibility.

This role profile is not prescriptive; it merely outlines the key behaviours the role-holder requires to be successful in the role; the key behaviours and responsibilities are subject to change. Any changes will be made in consultation with the role-holder.

You will be expected to abide by the Code of Conduct, policies and procedures within Christian Aid which may be updated from time to time.

You must be in sympathy with the aims, beliefs and values of Christian Aid as it seeks to work on relief, development and advocacy for poverty eradication.

To apply for this role you must do so through the UK and Ireland section of our website [here](#).

Closing date: 1st March 2026, 11.59pm GMT

For any questions please contact Conor O'Neill: coneill@christian-aid.org

