

2026

Women's Aid Recruitment Pack

Eradicating the Harms of
Pornography (EHP)
Coalition Co-ordinator

Women's  Aid



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Summary

Title: Eradicating the Harms of Pornography (EHP) Coalition Coordinator

Reference: EHPC2026

Contract: This is a 12-month fixed term part time contract (21 hours per week).

Reports to: Head of Strategic Communications, Women's Aid.

Location¹: Working primarily in Women's Aid Head Office in Dublin 2, hybrid working arrangements may be available on application following successful induction and onboarding.

Salary: €50,000 pro rata, which is the equivalent to €30,000 based on 21hrs per week for 12 months.

Benefits: Read on to learn about our additional attractive employee benefits.

How to apply: Completed application forms (CVs not accepted) to colm.redmond@womensaid.ie no later than 12pm, Thursday 9th April 2026. Use reference EHPC in all correspondence.

Interviews: Shortlisted candidates will be invited to first round interview on 30th April 2026, in a Dublin city centre location.

The EHP Coalition Coordinator will be an employee of Women's Aid.

The Eradicating the Harms of Pornography Coalition wishes to recruit a positive, pro-active, and motivated coordinator to support the activities of the coalition over the next twelve months including:

- identifying and strengthening the most strategic and impactful legislative and policy pathways for reform.
- developing ethical, expert and thoughtful messaging that effectively communicates agreed harms and solutions.

¹ *Women's Aid strives to be fully inclusive, welcoming and where possible accommodating applicants of all abilities. However, it is important to note that unfortunately, our Head Office building is not currently accessible for wheelchair use.*

- building political, public, civil society, public health, economic and technology sector support for evidence-based reform and social media platform accountability.
- integrating diverse survivor voices and lived experience into appropriate aspects of the work.
- building positive, affirmative messaging to shape public behaviour and attitudes to eradicate the harms of pornography and to promote healthy sexual development, healthy relationships and gender equality.

About the EHP Coalition

The Eradicating the Harms of Pornography (EHP) Coalition is dedicated to achieving legislative and public policy reform, as well as informing and encouraging public discourse, to help eradicate the harms associated with pornography to women and girls, men and boys and everyone in wider society.

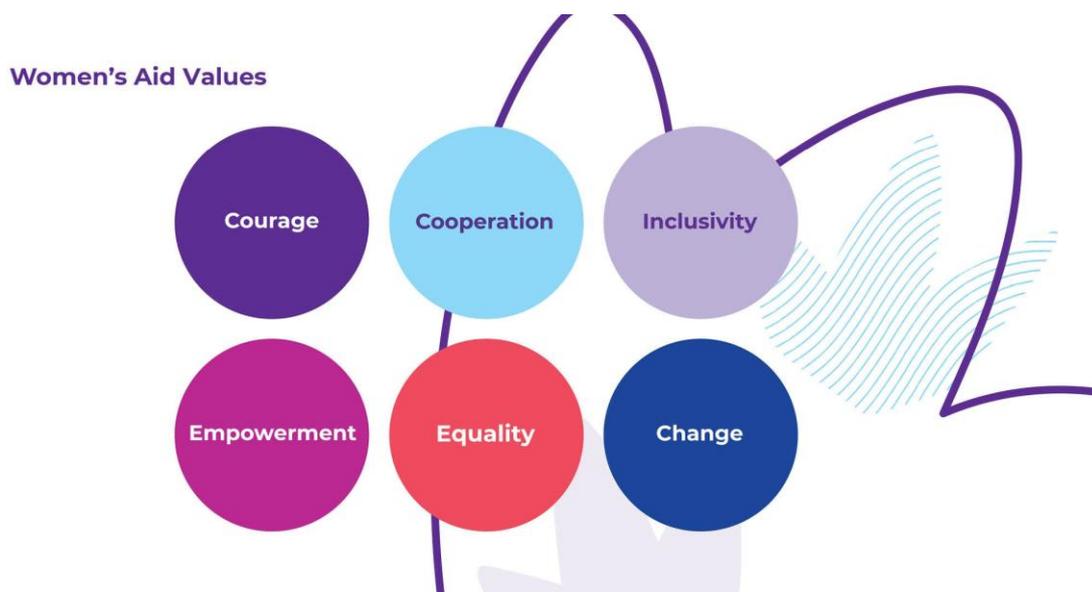
These harms include the normalisation of harmful, coercive, dangerous, and abusive behaviours and the perpetuation of gender inequality; the harm to children through access and exposure and damage to healthy sexual development for young people; negative impacts on healthy sexual intimacy; negative impacts on men's and boys' mental well-being; consumption as a pathway to accessing child sexual abuse materials; links between pornography and serious sexual harm, abuse and violence, including by children against other children; the normalisation of and proliferation of the creation and sharing of non-consensual user generated content and image based sexual abuse and the physical and mental harms for those in front of the camera in pornography.

The Coalition brings together organisations from the women's rights, domestic violence, sexual violence, and sexual exploitation sectors. It also includes children's rights and child safety organisations, groups working on online safety and consent, and researchers and other professionals with specialist expertise and interest in these and related areas.

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. 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](#).

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:

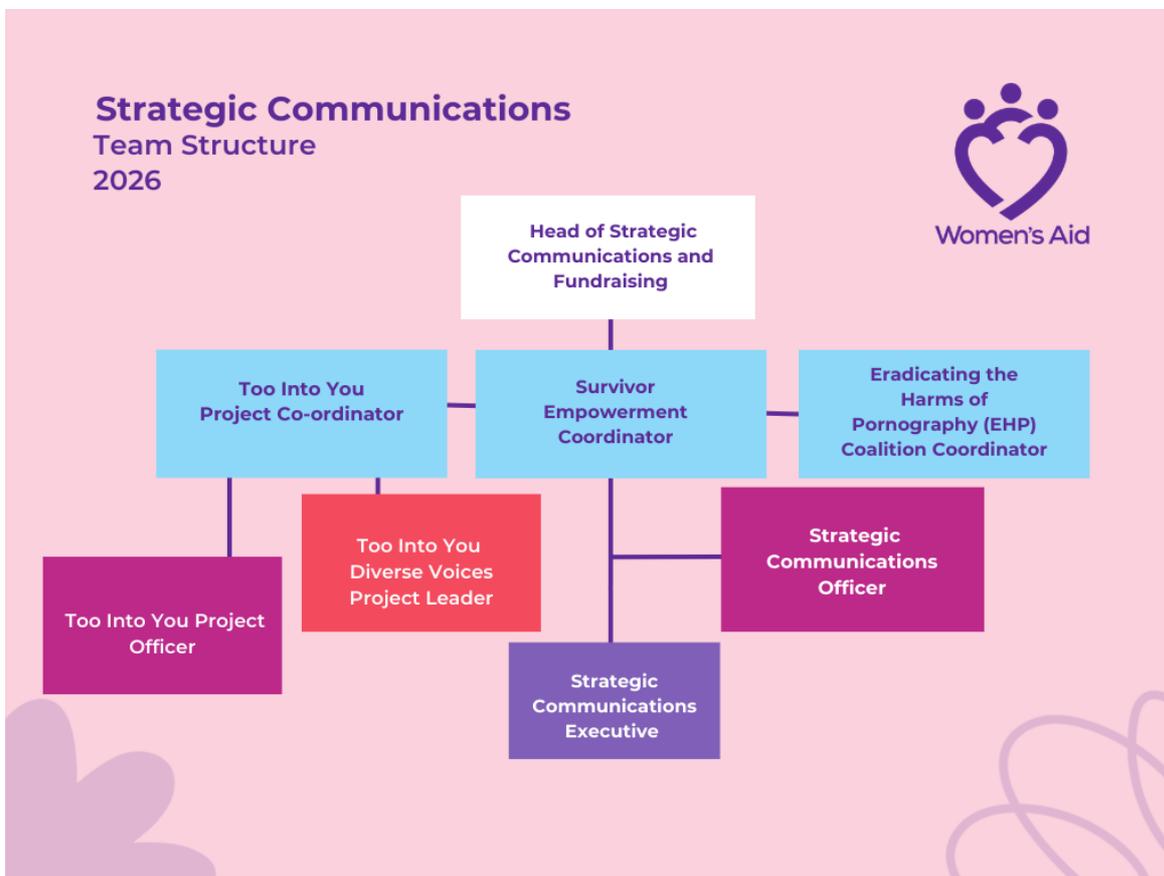
- Acts with **courage** to boldly challenge patriarchal systems, structures, and attitudes in all aspect of our work.
- Works in **co-operation** to share knowledge, skills, and expertise to achieve shared goals and improve responses to domestic violence and abuse.

- 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.

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 and related issues.



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 people with lived experience of domestic abuse and violence. Women's Aid will not ask anyone to disclose experiences of abuse, nor ask intrusive questions of those who do.

About the Role

Title: Eradicating the Harms of Pornography (EHP) Coalition Coordinator

Reference: EHPC2026

Contract: This is a 12-month fixed term part time contract (21 hours per week).

Reports to: Head of Strategic Communications, Women's Aid.

Location: Working primarily in Women's Aid Head Office in Dublin 2, hybrid working arrangements may be available on application following successful induction and onboarding.

Salary: €50,000 pro rata, which is the equivalent to €30,000 based on 21hrs per week for 12 months.

The EHP Coalition Coordinator will be an employee of Women's Aid.

Purpose of the Role

The Coalition wishes to recruit a positive, pro-active, and motivated coordinator to support the activities of the coalition over the next twelve months including:

- Identifying and strengthening the most strategic and impactful legislative and policy pathways for reform.
- Developing ethical, expert and thoughtful messaging that effectively communicates agreed harms and solutions. This covers the different areas of harm, and benefits of legislation and regulation (variously, for children, women and girls, men and boys, minoritised groups and society as a whole).
- Building political, public, civil society, public health, economic and technology sector support for evidence-based reform and social media platform accountability.
- Integrating diverse survivor voices and lived experience into appropriate aspects of the work.
- Building positive, affirmative messaging to shape public behaviour and attitudes to eradicate the harms of pornography and to promote healthy sexual development, healthy relationships and gender equality.

The EHP Coalition Coordinator will:

Support the convening of the Coalition by:

- Organising monthly meetings.
- Facilitating ongoing clear communications with core coalition members and the wider group of interested allies and supporters.
- Preparing briefings including a regular media watch and email-based discussion list.
- Supporting core-coalition group members' participation and outputs.

Work with external experts, agencies and coalition members to:

- Develop a legislative and policy strategy.
- Assess the public and political landscape for reform.
- Support the development of messaging, communications and resources.

- Gather a centralised repository of relevant data, research and resources for coalition use.
- Build engagement to increase coalition members, and allies among politicians, policy makers, opinion formers, media and other key stakeholders through clearly defined communications strategies.

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
- Promote the overall aims and values of Women's Aid.

Skills and Expertise

Essential

- At least three years' relevant experience of leading on campaigns and advocacy projects.
- Strong understanding of the dynamics of domestic, sexual and gender-based violence including the harms of pornography.
- Experience in building and maintaining partnerships and/or stakeholder relationships.
- Excellent interpersonal skills.
- Strong policy and advocacy skills.
- Strong proven project management skills, including the ability to manage timelines, stakeholder engagement and balancing multiple priorities and deadlines.
- Excellent communication skills (written and oral).
- Excellent attention to detail.
- 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 one's feet in a calm and measured way.
- Excellent internal organisational relationship-building and team working skills.
- Proficient in MS SharePoint.

Desirable

- Good knowledge of legislation and policy (domestic and European) that relates to the prevention of violence against women and girls, online safety and related areas.
- Proven ability to report on progress and deliver outcomes/outputs to deadlines in accordance with demanding timelines and targets.

How to Apply

- **Application Form:** Application forms, clearly referenced EHPC2026 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, Thursday 9th April 2026.
- **Interview schedule:** It is anticipated that first round interviews will be held on 30th April 2026 at a Dublin City Centre location.

Additional information

- **Right to work in Ireland:** All applicants must have the right to live and work in paid employment in Ireland for a period of at least two years from the date closing date for applications. 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).