SUICIDE OR SURVIVE

Programme Development and Training Officer (Part-Time)

Suicide or Survive is seeking a Programme Development and Training Officer to lead a strategic 30-month programme review and development project. The successful candidate will evaluate and enhance existing programmes, ensuring they are inclusive, accessible, and informed by lived / living experience. Working closely with participants, team, stakeholders, and partner organisations, they will support the co-design of programme improvements and adaptations. A key focus will be the development of culturally responsive programmes for migrant communities and the creation of a framework for future adaptation across underserved groups.

Reporting to	CEO
Salary	€32,800 (pro rata salary of €20,500)
Hours	Part- time, 3 days per week (22.5 hours per week)
Location	Hybrid, depending on programme locations, stakeholder engagement and co-creation of activities as required, with 1 day per month in our offices at Carmichael House, 4-7 North Brunswick Street, Dublin 7 office, D07 RHA8
Contract	Fixed-term, 30 months
Annual leave	25 days per annum (pro rata)
Closing date	Monday 2nd November at 1pm
Interviews	17th November 2026 (provisional)

ABOUT SUICIDE OR SURVIVE

Who we are

Suicide or Survive is a national charity working to prevent suicide and to break the silence that surrounds it.

What we do

We deliver facilitated group programmes rooted in lived/living experience which enable courageous conversations about suicide to happen. Honest conversations are the foundations of suicide prevention where people discover the power within themselves to be able to live with suicidal thoughts.

Why we do it

Suicide prevention is not just one part of what we do but it is the reason we exist. We believe that suicide prevention starts with honest and courageous conversations.

Vision An Ireland where people have the courage to speak about suicide, and the space to be heard, so that there is hope even on the darkest days.

Mission We work to prevent suicide through programmes grounded in courageous conversations, lived/living experience, and practical skill-building to support people to live with suicidal thoughts without being defined by them.

Suicide Or Survive's Values

Courage is our foundation. It takes courage to face the darkest days, to break the silence around suicide, and to keep going.

Hope is a possibility we hold open for others when they can't or don't want to hold it themselves.

Compassion is a quiet strength that is present in our words and action to every person in every moment.

Understanding is at the heart of our approach as we seek to listen deeply, honour lived/living experience and recognise that each person's path is their own.

ROLE PURPOSE

Suicide or Survive is seeking an experienced and passionate Programme Development and Training Officer to lead a significant programme review and development project over a 30-month period.

The successful candidate will undertake a comprehensive review of all existing Suicide or Survive programmes, ensuring they are informed by lived and living experience, grounded in inclusive and neuro-affirming practices, and accessible to diverse communities. The role will involve extensive collaboration with the team, programme participants, community stakeholders, lived / living experience panels, and partner organisations to co-create programme enhancements and new programme adaptations.

A key focus of the role will be the development, testing and evaluation of culturally responsive programme adaptations for migrant communities, while contributing to the creation of a transferable framework that can support future programme adaptation for other underserved communities.

KEY RESPONSIBILITIES

PROGRAMME REVIEW AND DEVELOPMENT

- Lead a comprehensive review of all existing Suicide or Survive programmes, resources and training content and produce a comprehensive audit and recommendations report.
  - Embed lived and living experience perspectives throughout programme design, development, delivery and evaluation.
  - Apply an inclusive, trauma-informed and neuro-affirming lens across all programme content and delivery models.
  - Identify opportunities to improve programme quality, accessibility, cultural responsiveness and participant outcomes.
  - Co-design and co-create programme improvements with participants, external facilitators, team, stakeholders and community representatives.
  - Update Training Manuals, Worksheets, Workbooks and other resources associated with the programmes.
  - Develop recommendations and implementation plans arising from programme reviews and evaluations.
  - Support the cocreation and documentation of programme standards, frameworks and best practice guidance.
  - Ensure meaningful participation of lived/living experience representatives and neurodiverse and other underserved community members throughout programme development and review activities.
  - Test revised materials with participants, team and stakeholders
  - Introduce and document an annual programme quality review cycle to support continuous improvement.

STAKEHOLDER ENGAGEMENT AND CO-DESIGN

- Establish and coordinate a project co-creation working group comprising representatives from migrant organisations and community stakeholders.
- Build collaborative relationships with organisations and other relevant partners.
- Facilitate workshops and consultations with migrant communities to identify barriers to participation and explore solutions that improve access to services.
- Ensure meaningful participation and co-production approaches throughout all stages of programme development.
- Foster strong partnerships that support equity, inclusion and community engagement.

ADMINISTRATION AND OPERATIONAL SUPPORT

- Lead the co-design, adaptation and cultural review of Suicide or Survive programmes to meet the needs of migrant communities.
- Co-design, pilot and evaluate a culturally responsive Access or Bridging Programme.
- Analyse findings from proof-of-concept activities and participant feedback to inform programme enhancements.
- Lead the cocreation working group in the preparation and adaptation of the Eden Programme based on learning gathered throughout the project.
- Contribute to the ongoing cocreation of a transferable framework for adapting Suicide or Survive programmes to underserved communities, including work already initiated with the Traveller Community.

TRAINING AND SUPPORT

- Support the delivery of training, workshops and programme facilitation where required.
- Provide advice and guidance to external facilitators staff on inclusive and neuro-affirming practice.
- Promote best practice in participant engagement, accessibility and lived/ living experience integration.
- Contribute to the cocreation of training materials and external facilitator resources.

MONITORING, EVALUATION AND REPORTING

- Lead the cocreation of effective mechanisms for collecting participant feedback and programme outcome data with full utilisation of the organisation’s CRM system.
- Analyse qualitative and quantitative feedback to support evidence-based programme improvements.
- Produce reports, recommendations and project updates for management, funders and stakeholders.
- Maintain accurate project documentation and records.
- Support organisational learning through sharing findings, insights and best practice recommendations.
- Uphold the highest standards of confidentiality and data protection in accordance with GDPR, organisational policies, and professional practice requirements.
- Adhere to Suicide or Survive's safeguarding, risk management, and ethical frameworks at all time

ESSENTIAL QUALIFICATIONS AND EXPERIENCE /CRITERIA

- A relevant third-level qualification in Community Development, Social Sciences, Psychology, Education, Public Health, Mental Health, Training and Development, or a related discipline.
- At least three years' experience in programme development, training, community development, project management and / or a related role.
- Experience facilitating co-design or participatory engagement processes.
- Experience working with diverse communities and applying inclusive practice principles.
- Demonstrated understanding of lived and living experience approaches in programme development.
- Knowledge and understanding of suicide prevention, mental health promotion, and / or community wellbeing initiatives.
- Experience monitoring, evaluating and reporting on programmes and projects.
- Strong project management and organisational skills.
- Knowledge of neuro-affirming, inclusion and accessibility principles.
- Strong stakeholder engagement and relationship-building skills.
- Excellent facilitation, communication and presentation skills.
- Ability to analyse information and translate findings into practical programme improvements.
- Strong report writing and evaluation skills.
- Ability to work independently and collaboratively within a small team environment.
- Commitment to equity, diversity and inclusion.
- High level of proficiency in Microsoft Office, online collaboration tools and CRM experience.

DESIRABLE CRITERIA

- Qualification or training in programme evaluation, facilitation, community development or project management.
- Experience working with migrant communities, Traveller communities or other underserved populations.
- Experience within the suicide prevention, mental health, health, community or voluntary sectors.
- Knowledge of culturally responsive programme design approaches.
- Experience incorporating lived/living experience in service or programme design.
- Full clean driving licence and access to transport.
- Experience working within a mental health NGO or community-based mental health service.
- Lived or living experience of mental health challenges and/or supporting someone experiencing mental health difficulties.
- QQI Level 6 Award in Training, Delivery and Evaluation.

- Experience contributing to programme evaluation, research, or service development initiatives.
- Knowledge of recovery education and peer-informed approaches.

Skills and Attributes

- Strong alignment with the values and ethos of Suicide or Survive.
- Excellent interpersonal and communication skills.
- Ability to work independently and as part of a multidisciplinary team.
- Excellent time management and organisational skills.
- Strong professional judgement and risk awareness.
- Flexible, adaptable, and solution-focused approach to work.
- Commitment to equality, diversity, and inclusion.
- Full clean driving licence and access to transport.
- A commitment to inclusion, accessibility and social justice.
- Professionalism, integrity and accountability.
- Respect for diverse experiences and perspectives.

Training

Applied Suicide Intervention Skills Training (ASIST) certification or willingness to obtain.

FURTHER DETAILS

- Probation period: 6 months, with a review at 3 months.
- This role is subject to Garda vetting in line with our safeguarding policy.
- Suicide or Survive is an equal opportunities employer and welcomes applications from all suitably qualified candidates.
- To apply, please submit a CV and cover letter to Joan Wall at recruitment@suicideorsurvive.ie by 1pm on Monday 2nd November 2026
- Please note that applications without a CV and cover letter outlining how you meet the criteria outlined above will not be considered
- Applications received after the closing time will not be considered

Shortlisting will apply based on the criteria for this post.