

2025

# Women's Aid Recruitment Pack

## Domestic Abuse and Homeless Project Support Worker

(Part time. 21hrs per week. Fixed  
Contract eighteen (18) months)

Women's  Aid

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## Summary

Women's Aid is seeking a Domestic Abuse and Homeless Project Support Worker to join our Regional Services Team in 2026.

As part of an exciting new pilot project in partnership between Women's Aid and Depaul, we are seeking a knowledgeable, positive, pro-active, and motivated team player to develop and maintain a specialist peer information service for Depaul support staff, and to foster referral pathways and directly respond to referrals for flexible and discrete specialist domestic violence supports for women residing in two key Depaul Ireland supported temporary accommodation services, who are in need due to domestic abuse. One Depaul service is for women exiting prison and the other provides temporary supported accommodation to couples.

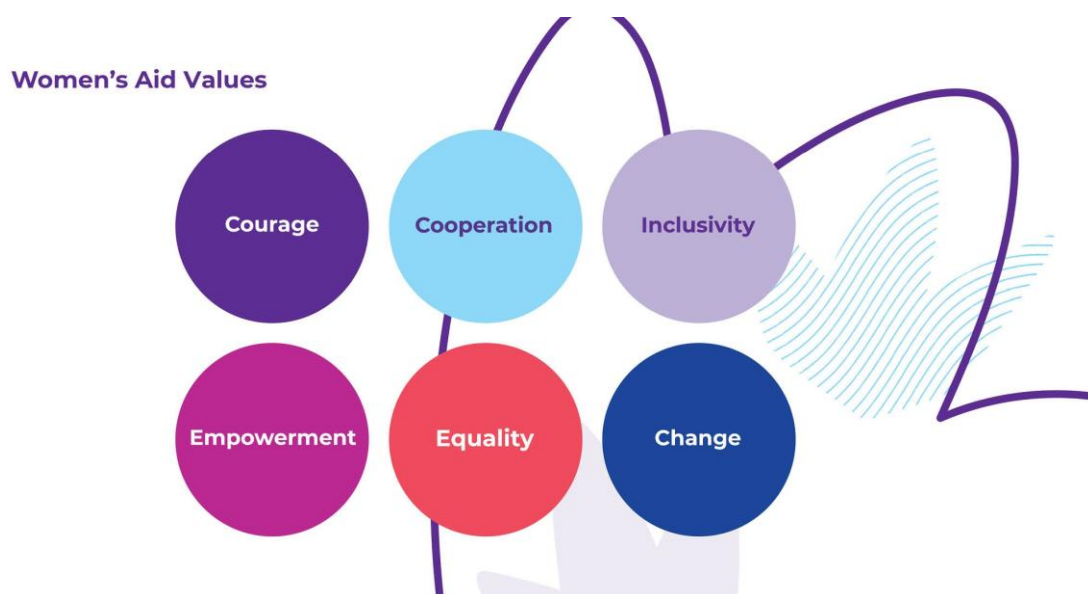
This project will be subject to independent evaluation and assessment for potential mainstreaming at the conclusion of the pilot.

- **Contract:** The contract offered is an eighteen (18) month fixed contract, and a 21-hour week (excluding lunch)
- **Location:** Primarily based at Women's Aid head office in Dublin 2, and at outreach locations in Dublin identified for the purposes of this project with Women's Aid partner Depaul Ireland.
- **Salary:** This role sits on the Women's Aid Outreach Worker Pay Band €34,891 - €59,710 per annum based on full time hours. The starting rate for this role will be between €34,891 and €47,300 (i.e. start to mid band point) commensurate to relevant experience, and in line with company remuneration policy). Note: the rate will be pro rata to a 21 hours per week role.
- **Benefits:** Read on to learn about our additional attractive employee benefits.
- **How to apply:** Completed application forms (CVs not accepted) by email to [Lauren.Foley@womensaid.ie](mailto:Lauren.Foley@womensaid.ie) no later than 5pm on Friday, January 23rd, 2026. Use reference: **2025DVHomelessPilot** in all communications.
- **Interviews:** Shortlisted candidates will be invited to first round interview the week of February 2nd, in Dublin 2.

## 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.

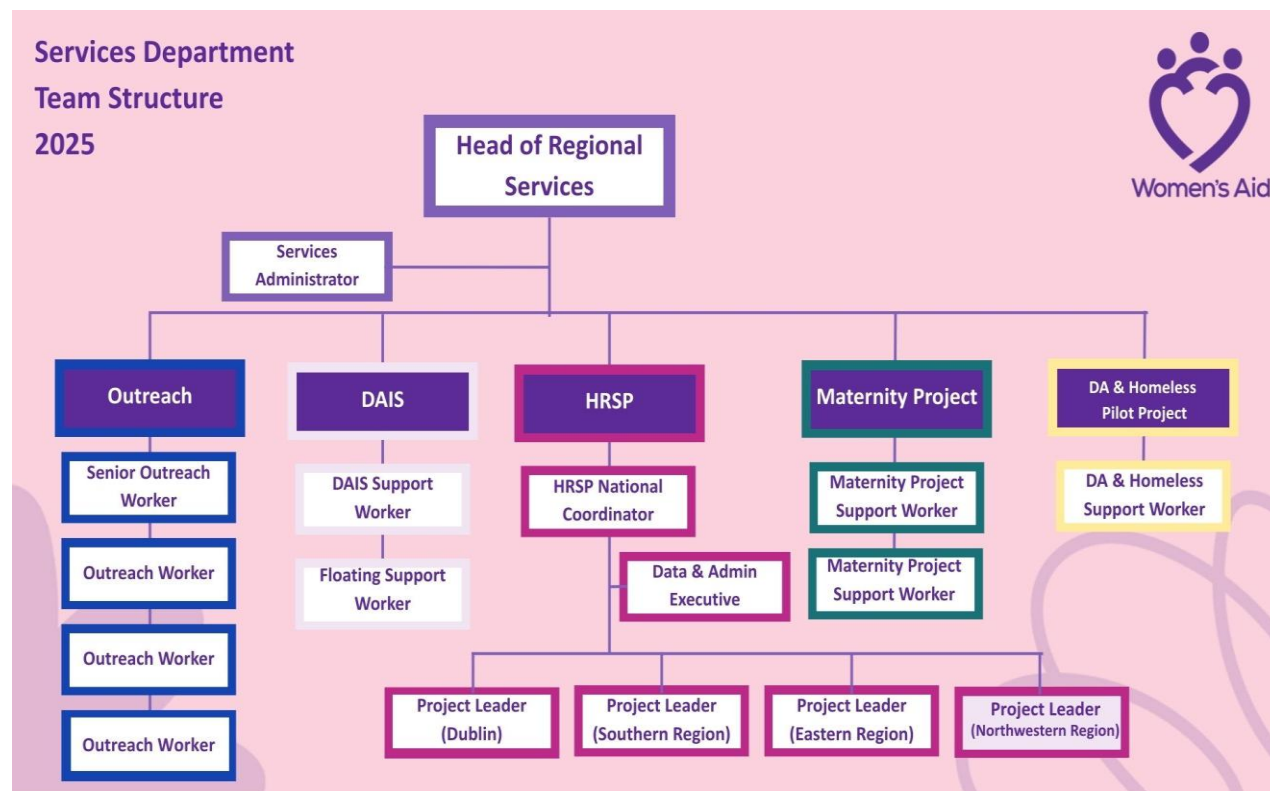
- Believes that achieving **equality** in status, rights and opportunities for all women is essential to address the causes and consequences of domestic violence and abuse.
- Works to achieve positive **change** for everyone through a combination of individual, community-based and social action.

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 Regional Services Team**

The Services Department offers face-to-face supports, including court accompaniment to women subjected to domestic violence and abuse, through our one-to-one Outreach Support Service, the Domestic Abuse Information and Support Service in Dolphin House, The Maternity Project Outreach Service and the High-Risk Support Project. This part-time role is being recruited as part of the development of a new pilot service, within the Services Department, the Domestic Abuse and Homeless Pilot Project.

## 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.
- **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, Forasa.
- **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:** *2025DVHomelessPilot* (please cite in all communications with Women's Aid).
- **Reports to:** Head of Regional Services
- **Contract:** Fixed term 18-month contract
- **Hours:** This role is part time, **21hrs 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, and at outreach locations in Dublin identified for the purposes of this project with Women's Aid partner Depaul Ireland.
- **Salary:** This role sits on the Women's Aid Outreach Worker Pay Band €34,891 - €59,710 per annum based on full time hours.

The starting rate for this role will be between €34,891 and €47,300 (i.e. start to mid band point) commensurate to relevant experience, and in line with company remuneration policy). **Note:** the rate will be pro rata to a 21 hours per week role.

### **About the Domestic Abuse and Homeless Project Support Service**

A current strategic goal of Women's Aid is to reach, respond and support more marginalized or harder to reach women, who may not engage with more traditional domestic violence support services. We are delighted to be partnering with Depaul Ireland, a leading provider of low threshold emergency, homeless accommodation, on a new pilot project which has three main objectives:

1. Through engagement with Women's Aid Centre for Learning and Practice Development, support and empower Depaul to enhance their policy and practice as a DV informed and responsive organisation for both employees and clients who may be subject to domestic abuse.
2. Support and empower employees in two Depaul services in Dublin to respond to women subjected to domestic abuse in residence with them, and empower the Women's aid outreach team to increase responsiveness to women with complex intersecting experiences (homeless, addiction, mental health)
3. Offer direct support and assistance to women in residence in two Dublin based residential settings through joint case working support that is DV trauma informed, client centered and led.

This project has commenced at the end of 2025 and will be subject to evaluation and review of potential for mainstreaming thereafter.

### **Purpose of the Role**

For this exciting new project, Women's Aid is now seeking to recruit a part-time Domestic Abuse and Homeless Project Support Worker to support project objectives 2 and 3 as noted above.



We are seeking a knowledgeable, positive, pro-active, and motivated team player to develop and maintain a specialist peer information service for Depaul support staff, and to foster referral pathways and directly respond to referrals for flexible and discrete specialist domestic violence supports for women residing in two key Depaul Ireland supported temporary accommodation services, who are in need due to domestic abuse. One Depaul service is for women exiting prison and the other provides temporary supported accommodation to couples.

The Domestic Abuse and Homeless Project Support Worker will respond to direct referrals from the two Depaul pilot sites and will offer short term, intensive support and advocacy to women experiencing domestic abuse. The Support Worker will also work collaboratively with Depaul support staff to assist and empower them with guidance and information to enhance their knowledge and expertise in offering domestic abuse informed practice when supporting residents in each of the pilot project locations.

It is intended that this new and unique model of support will enable us to respond to women quickly, in a collaborative process between Women's Aid and Depaul that maximises a responsive and holistic support service, providing validation, and supportive action and advocacy to maximize positive outcomes and risk mitigation.

### **Key Responsibilities:**

- To develop and maintain positive relationships and referral pathways between Women's Aid and the Depaul staff teams in the key pilot services.
- With the Head of Regional Services, engage with Depaul teams to identify and develop fully client-centered referral protocols for a new and holistic case management approach to women experiencing domestic abuse.

- To act as a point of specialist information, support and guidance to Depaul employees supporting residents on an ongoing basis who are subjected to domestic abuse.
- To contribute to the development of individual safety & support plans as part of a shared case management approach with Depaul.
- As part of an individual support plan, to provide support, information, court accompaniment and an advocacy service to women residing in one of the key services, who experience or have experienced abuse by a current or former intimate partner.
- To advocate on behalf of women, or empower self-advocacy, to other relevant agencies, including providing letters or reports as appropriate.
- To engage in individual case reviews and broader project meetings with the Depaul team, and joint project team, as required.
- To share learning on supporting women in low threshold environments, with peers in the wider Women's Aid Services Department, to support organisational learning and best practice responses.
- To ensure clear and accurate client and project related data, records and reports are maintained throughout the project, and in line with project objectives, evaluation requirements and agreed data sharing and data protection protocols.
- To actively engage with and support the Head of Regional Services: Informing project development, maintaining positive relationships & raising awareness with stakeholders.
- To work with women at a variety of agreed locations offering support, information and advocacy. This includes meeting with women at our headquarters in Dublin 2, and working off site, with women at the two pilot homeless accommodation locations.
- To liaise and develop links with appropriate agencies for the purpose of referral, information and mutual support. E.g. Gardai, legal professionals, healthcare professionals, specialist services (migrant advocacy, addiction services etc.)

- To record and report service-related data, in a timely and accurate manner, adhering to data collection policies and procedures, including correct use of the E-Safe (Salesforce) Database.
- To participate in internal organizational and team meetings, as a member of the Services Department.
- Attend monthly support and supervision sessions with the Head of Regional Services and external supervision.
- To work closely with the Head of Regional Services and services team members in the development of Women's Aid services
- Adhere to and clearly understand the duties and responsibilities under Children First and Women's Aid Child Protection policies.
- To ensure confidentiality and data protection protocols are always maintained, in line with company policy.
- To perform other duties appropriate to the post as may be assigned from time to time.

## **Occasional Duties**

- To contribute, through frontline experience, to the development of organisational strategies to combat domestic violence, to effect political, social and cultural change.
- Provide cover for the Domestic Abuse Information and Support Service in Dolphin House, if required.
- Attend internal training as requested.
- Attend Services Department planning sessions and maintain and utilize own work-plans.
- To participate on multi-disciplinary groups and with local agencies in an awareness raising and influencing capacity.
- Present the work of the Women's Aid Services Team in information sharing forums.

## Competencies and Skills

The ideal candidate will have the following qualifications, experience and competencies.

### Essential

- A qualification in the field of social care or other relevant academic training (NFQ/QQI level 7 or higher).
- A **minimum** of two years working in the domestic violence or homeless services sector, in a frontline service delivery role.
- Experience in assessing risk with women and safety planning.
- Detailed knowledge of family law, legal options for women and court procedures in Ireland.
- High level of knowledge & understanding of male violence against women and a gendered analysis of domestic violence and abuse.
- Knowledge and understanding of both the barriers and enablers to access safety and support for women, in all their diversity, who have experienced abuse.
- Experience of supporting clients within a low threshold, harm reduction setting, particularly clients in active addiction.
- Innovative and positive attitude to problem solving.
- Highly organised and able to prioritise work demands effectively.
- Demonstrable ability to manage and preserve confidentiality.
- Knowledge of, and direct experience with, Child Protection legislation and reporting requirements.
- Strong administration skills (reporting, drafting letters, effective admin organisation).
- Strong IT experience and skills (Microsoft word packages, Salesforce database entry).
- Ability to work as part of a team.
- Proven experience and ability to work collaboratively, develop and sustain strong positive partnerships with internal colleagues and external statutory and non-statutory agencies/services.

- Ability to work on own, and to seek support and guidance when needed.
- Knowledge of GDPR requirements for frontline services.
- A full clean driver's license and access to own vehicle when required.

## **\_Desirable Criteria**

- Experience in court accompaniment.
- Knowledge and experience of client case management systems
- Good knowledge of housing policy and homeless systems and services
- Experience advocating on behalf of vulnerable clients.
- Understanding of the factors that draw people (especially women) into homeless and create barriers to exiting.
- General knowledge of immigration regulations and migrant services.

## **How to Apply**

**Application Form:** Application forms, clearly referenced **2025 DVHomelessPilot** in the subject line, should be sent, by email only, to **Lauren Foley, Services Administrator**, at [lauren.foley@womensaid.ie](mailto:lauren.foley@womensaid.ie)

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

**Closing date: 5pm on Friday, January 23<sup>rd</sup>, 2026.**

**Interview schedule:** It is anticipated that first round interviews will be held during week beginning February 2<sup>nd</sup>, 2026, in Dublin 2.

## **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 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).