

2026

Women's Aid Recruitment Pack

**Survivor
Empowerment Project
Coordinator**

Women's  Aid



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Summary

Women's Aid is a domestic violence trauma informed and survivor-centred national organisation which recognises the lived experience of our service users, survivor advocates and within our organisation.

For five decades, Women's Aid has worked collaboratively with survivors of domestic abuse to help improve attitudes, public understanding, and the systems, structures and responses relating to domestic abuse. This includes involving survivor experiences in our: service development and delivery, training; research, advocacy and public awareness campaigns; fundraising initiatives; media campaigns and the Femicide Watch project.

Recently, the organisation has undertaken an internal development process to define a vision for best-practice survivor engagement and empowerment, in line with the Women's Aid Strategic Plan 2025–29. This process has produced an internal report with clear recommendations to guide the work ahead, internally and externally.

We are now seeking a dynamic **Survivor Empowerment Project Coordinator** to work with the Senior Leadership Team to help achieve our vision.

Reference: SEP2026 (please cite in all communications with Women's Aid).

Reports to: Head of Strategic Communications and Fundraising.

Contract: Full time, fixed term 24 months contract, subject to evaluation and review for potential continuation.

Hours: 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.

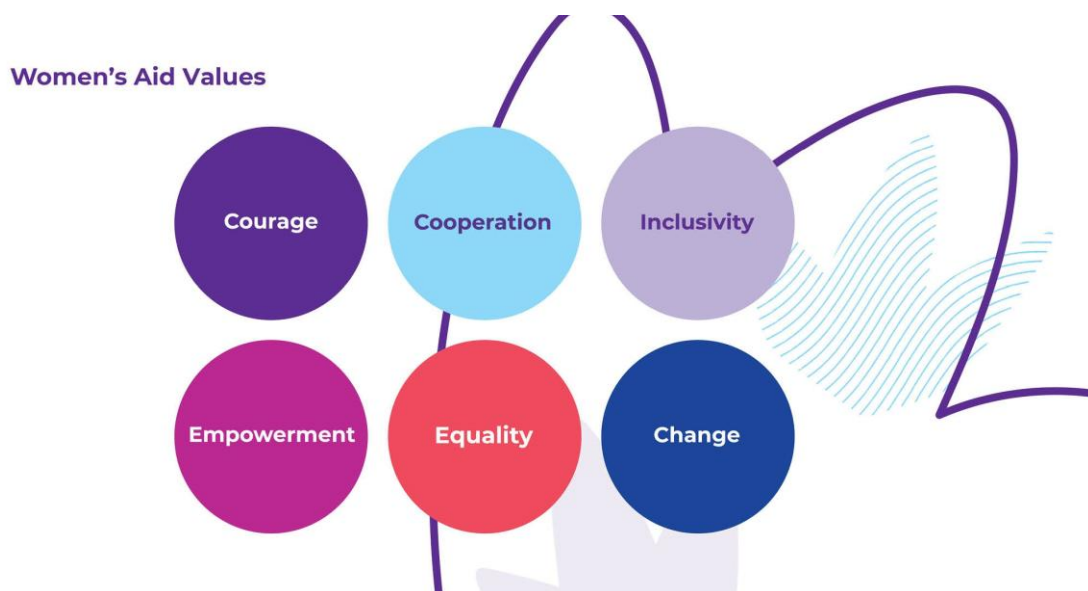
Location¹: Primarily based at Women's Aid head office in Dublin. Women's Aid operates a Hybrid Working Policy and a % of hybrid working will be considered following successful induction/onboarding period which will require a more significant on-site presence.

Salary: The salary for this role is €55,000. This role sits on the Women's Aid Strategic Communications Coordinator Pay Band.

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



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.

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

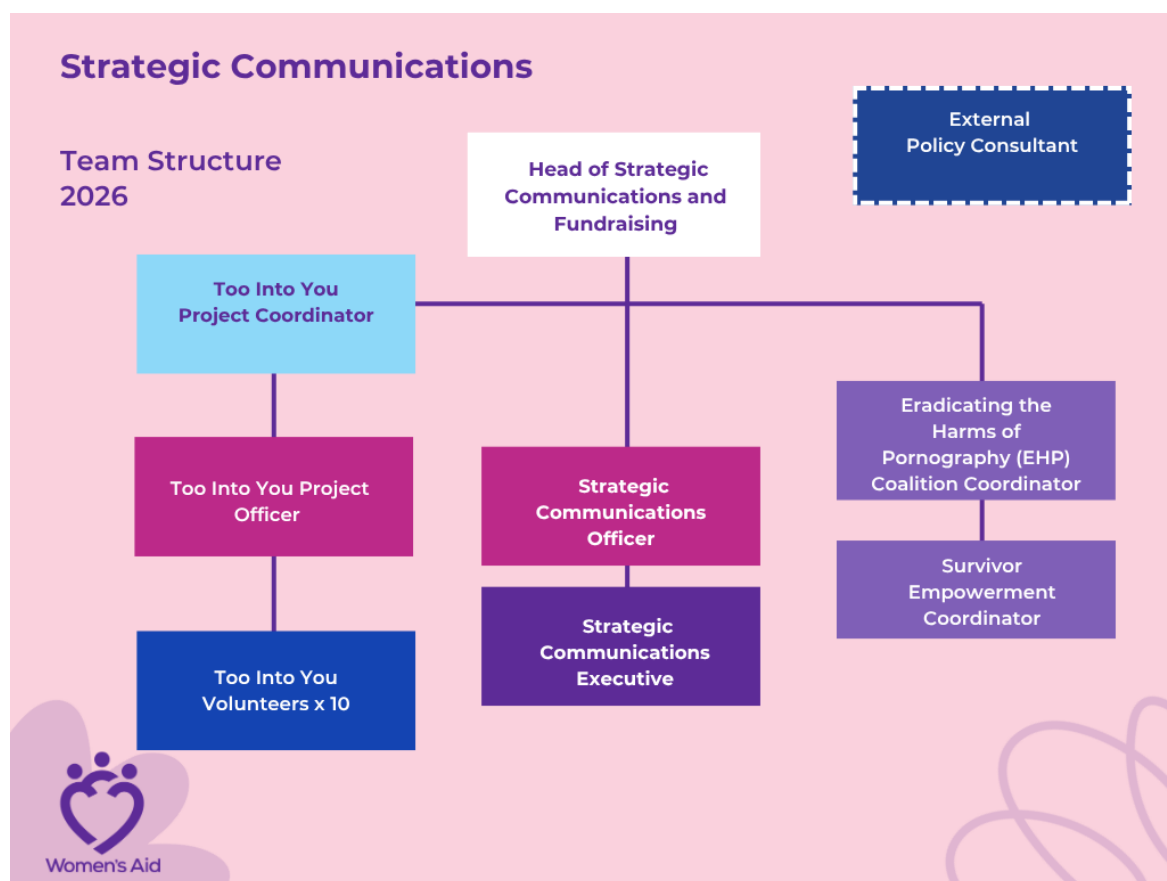
- Acts with **courage** to boldly challenge patriarchal systems, structures, and attitudes in all aspect of our work.
- Works in **co-operation** to share knowledge, skills, and expertise to achieve shared goals and improve responses to domestic violence and abuse.
- Strives to embed **inclusivity**,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



Benefits of working with Women's Aid

- **Annual Leave:** Annual leave entitlement is 25 days per annum pro rata.
- **Privilege Days:** Two additional days leave, typically Good Friday and Christmas Eve.
- **Pension:** Women's Aid operates a contributory pension scheme which all employees may join from start date of employment in lieu of auto enrolment.

- **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 Women's Aid's Survivor Engagement work

Women's Aid is a domestic violence trauma informed and survivor-centred national organisation which recognises the lived experience of our service users, survivor advocates and within our organisation.

For five decades, Women's Aid has worked collaboratively with survivors of domestic abuse to help improve attitudes, public understanding, and the systems, structures and responses relating to domestic abuse. This includes involving survivor experiences in our: service development and delivery, training; research, advocacy and public awareness campaigns; fundraising initiatives; media campaigns and the Femicide Watch project.

Recently, the organisation has undertaken an internal development process to define a vision for best-practice survivor engagement and empowerment, in line with the Women's Aid Strategic Plan 2025–29. This process has produced an internal report with clear recommendations to guide the work ahead, internally and externally.

We are now seeking a dynamic **Survivor Empowerment Project Coordinator** to work with the Senior Leadership Team to help achieve our vision.

About the role

- **Reference:** SEP2026 (please cite in all communications with Women's Aid).
- **Reports to:** Head of Strategic Communications and Fundraising.
- **Contract:** Full time, fixed term 24 months contract, subject to evaluation and review for potential continuation.
- **Hours:** 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.

- **Location²:** Primarily based at Women's Aid head office in Dublin. Women's Aid operates a Hybrid Working Policy and a % of hybrid working will be considered following successful induction/onboarding period which will require a more significant on-site presence.
- **Salary:** The salary for this role is €55,000. This role sits on the Women's Aid Strategic Communications Coordinator Pay Band.

Purpose of the role

The Survivor Empowerment Project Coordinator will work across policy development, programme delivery and supporting survivor advocates. They will:

Policy Development

- Devise and implement a comprehensive policy on survivor engagement and empowerment that embeds the expertise of survivors with lived experience into every part of the organisation, and ensures their experiences are routinely heard. This should also recognise the lived experience that may or may not be disclosed from among our own employees (Staff, volunteers, Board).
- Work with the Strategic Communications department and CEO to use Women's Aid's knowledge and awareness of lived experience based on our frontline services to influence strategic external policy and legislative objectives.

Empowered Survivor Leadership Programme (ESLP)

- Review and refine the proposed plan for and deliver a new initiative for Women's Aid – the ESLP - to a maximum of eight women, drawn from diverse socio-economic and cultural backgrounds (e.g. Traveller women, migrant women, disabled women).

² 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.

- Recruit participants and co-ordinate and facilitate the programme, with additional facilitators recruited as required.
- Co-ordinate a launch of any report or products that may be created by participants in the ESLP, in conjunction with the Strategic Communications Team.
- Evaluate the ESLP Programme.

Power of Change Programme

- Upskill as a facilitator of the Power of Change Programme, working alongside existing Women's Aid facilitators to co-deliver and further develop it twice over the contract period. This free 12-week psychoeducational course empowers women as they recover from their experience of abuse and helps them to understand the differences between healthy and unhealthy relationships.
- Evaluate and make recommendations on the potential to mainstream and sustain delivery the Power of Change programme into the future.
- See more here: [Power of Change: facilitation programme - Women's Aid](#)

Supporting Lived Experience Experts

- Develop and document a term of reference for a diverse and intersectional Women's Aid Lived Experience Experts Consultative panel, following the ESLP, to align with the Women's Aid strategic priorities, in consultation with organisational leadership.
- Create and invite membership of a diverse and intersectional Women's Aid Lived Experience Experts Consultative panel (which may draw on survivor expertise from the ESLP or other sources).
- Coordinate the Lived Experience Consultative panel, matching individual members to available activities within and outside the

organisation, in line with the organisational policy on survivor engagement and empowerment.

- Identify and meet members training and support needs as appropriate.
- Provide regular debriefing and feedback on their contributions.
- Support Lived Experience Experts with onward opportunities for progression as appropriate.

Wider Survivor Engagement

- Once fully onboarded, act as the organisation's initial point of contact for survivors and bereaved family members who wish to contribute time, skills or lived experience — separately to the formal lived experience panel route.
- Support a wider group of interested survivors to engage with Women's Aid according to their expertise, skills and motivation that link with Women's Aid's Strategic Plan 2025-29.

Evaluation and Reporting

- Evaluate the project, including the ESLP, and produce a final report setting out further recommendations for Women's Aid's survivor engagement work.

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

Competencies and skills

Essential

The ideal candidate will have the following experience and competencies:

- A relevant qualification (NFQ/QQI level 8 or higher).
- A minimum of 3 years training/facilitation experience (online and in-person) within the Community and Voluntary sector. This includes experience of facilitating complex group dynamics effectively and empathetically.
- A high level of experience in project management of a relevant programme at all stages (e.g. Planning, research, design and delivery, producing materials and a concise final report).
- A feminist (inter-sectional, gendered) analysis of domestic violence and abuse.
- Detailed knowledge of the dynamics and impacts of domestic abuse including coercive control on women and children.
- Direct experience of designing and delivering collaborative projects.
- Experience of working with diverse stakeholders from a wide range of backgrounds.
- Experience working co-operatively and building relationships.
- A high level of professionalism, boundaries and personal accountability.
- Demonstrable time management skills, and ability to work highly effectively on own initiative.
- Demonstrable outcome measurement/evaluation skills.
- Experience in drafting project reports to a high standard.
- Excellent administrative and IT skills including all MS Office packages, record keeping, data management in line with GDPR.

- Knowledge and experience of domestic violence trauma informed practice.
- Knowledge of Child Protection and Safeguarding obligations under Children's First legislation.
- Access to a suitable home working space for some hybrid working, including excellent connectivity.

Desirable

- Experience advocating on behalf of victims/survivors of abuse.
- Awareness of the current domestic abuse policy and legislative landscape in Ireland an advantage.
- Previous experience of collaborating with survivors of DSGBV survivors an advantage.
- Experience in assessing risk with women and safety planning an advantage.
- A full driving licence and access to their own car.

How to apply

Application Form: Application forms, clearly referenced **SEP2026** 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: 5pm, 20th October 2026

Interview schedule: It is anticipated that first round interviews will be held on Tuesday 27th October 2026 at Women's Aid, 5 Wilton Place, Dublin 2, D02 RR27.

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).