

2025

# Women's Aid Recruitment Pack

## Trainer 2025

Women's  Aid

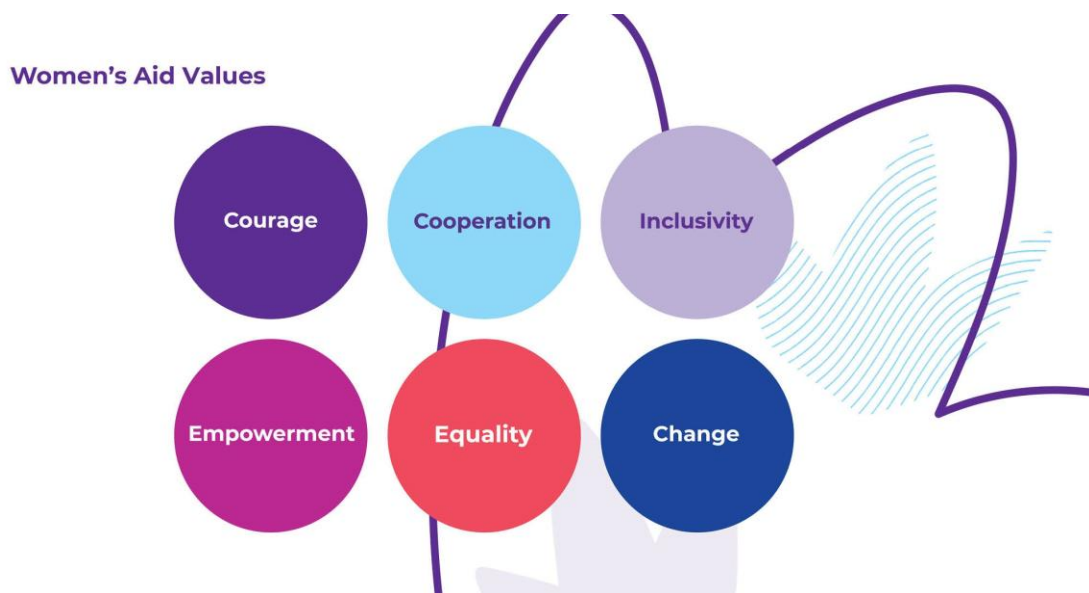
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## About Women's Aid

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.

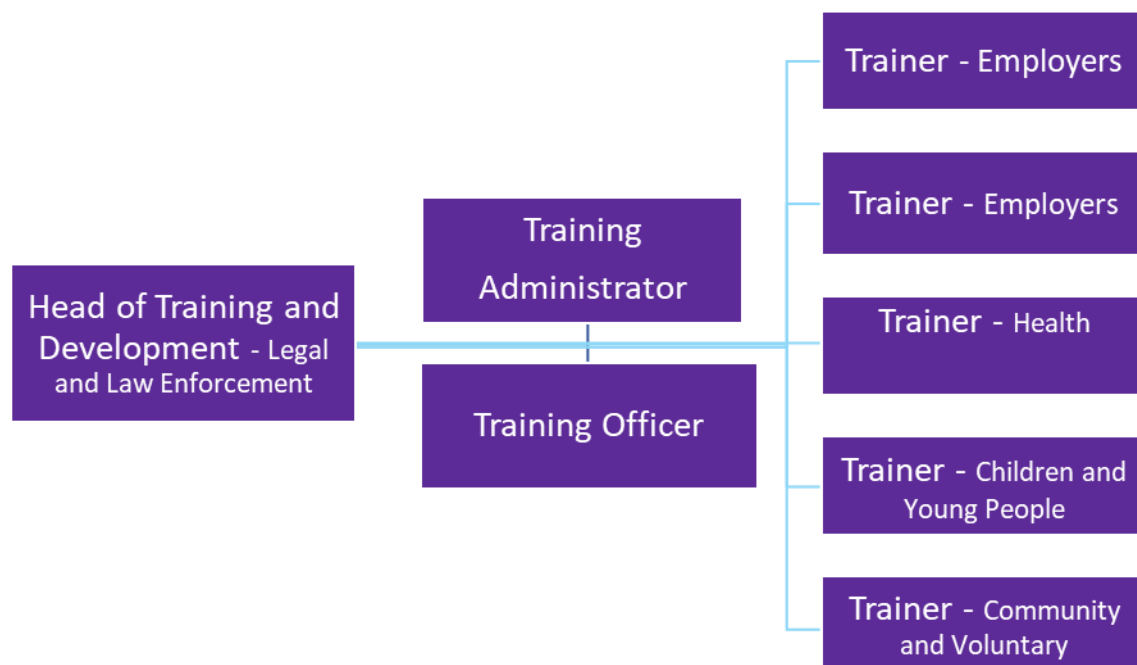
- Strives to embed **inclusivity**, diversity, and accessibility across all our work.
- Seeks the **empowerment** of women to exercise agency on their own behalf as a right, whatever their circumstances.
- Believes that achieving **equality** in status, rights and opportunities for all women is essential 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 Training and Development Team

We are a specialist training provider, supporting professionals, service providers and communities to understand domestic abuse and coercive control and respond safely and effectively. Our training is primarily delivered through Women's Aid Centre for Learning and Practice Development, a digital learning platform designed to create communities of practice that are domestic violence and trauma informed. This work contributes significantly to the advancement of our vision of an equal society with zero tolerance of all forms of violence against women, by increasing awareness, understanding and strengthening responses. All Women's Aid training is informed and guided by our decades of experience directly supporting women and by models of best practice.

## Training and Development 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 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 suitably qualified individuals with lived experience.

## About the Role

- **Reference:** **TRAIN25** (please cite in all communications with Women's Aid).
- **Reports to:** Head of Training and Development.
- **Contract:** 12 month fixed contract, (with potential for extension subject to review and availability, subject to funding)
- **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.
- **Location:** 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 upon application.
- **Salary:** The starting rate for this post is between €34,891 - €53,000 This role sits on the Women's Aid Trainer Pay Band €34,891 - €59,710 (rate commensurate to relevant experience, in line with company remuneration policy).

## Purpose of the Role

We are seeking a positive, pro-active, and motivated team player to design, deliver, evaluate and promote training sessions on responding effectively to domestic violence including coercive control using in-person, online and blended modes of delivery, to a variety of key stakeholders in particular from the voluntary and community sector.

## Duties and Responsibilities

- As part of the Training and Development team, to design, deliver and promote training practice sessions on responding effectively to domestic violence and abuse using in-person, online and blended modes of delivery, to a variety of key stakeholders groups, agencies, companies and individuals.
- To become proficient in delivery of **all** of Women's Aid Core training offers, as part of a small and dynamic team of trainers.
- To facilitate and support agencies and groups to respond appropriately to violence against women and their children by current or former intimate partners.
- In particular for this post, this Trainer will join and collaborate with the Women's Aid trainers and the Head of Training and Development, as part of our five- year strategic business plan to develop training for the community and voluntary sector on recognising and responding safely to those subjected to domestic violence and abuse.
- Building on current Women's Aid offers, to grow and develop training content for the community and voluntary sector to reach multidisciplinary teams and those with key roles in supporting women subjected to domestic abuse across the sector, to enhance their responses and contribute to a woman's journey to safety.
- To support the Head of Training and Development in identifying and developing key relationships, submitting tenders or applications and

other relevant means to promote training to community and voluntary sector professionals.

- To contribute, through skills and experience, to the development of knowledge and practices to transform responses to domestic abuse and effect political, social and cultural change in line with Women's Aid mission, purpose and values.

## **Key Responsibilities**

- Deliver Women's Aid training and design presentations, on understanding and providing best practice responses to domestic violence and abuse, to a wide range of services and agencies, including the community and voluntary sector.
- Support agencies and groups to identify their training and development needs and respond professionally to training enquiries.
- Contribute to the design, delivery and evaluation of new training and awareness sessions with the team, and partners when appropriate, geared to the needs of specific groups needs and requirements.
- Review, update and improve existing training with the Team on an ongoing basis to ensure that Women's Aid training remains up to date and of the highest quality.
- Deliver additional key training offers to other target audiences (employers, community groups, legal services) when required, as a key member of the training team.
- Facilitate agencies and groups to develop good practice policies, procedures and guidelines in relation to combating domestic abuse and responding effectively to those subjected to abuse – including for marginalised and minoritized women.
- Deliver in-house training to Women's Aid National Helpline Volunteers annually (involves some daytime weekend hours.)



- Participate in the design and development of additional supporting materials (e.g. leaflets, recorded lectures etc...), with a particular emphasis on community and voluntary sector targeted materials for this role.
- Record all required data on training and other sessions delivered.
- To write reports and prepare information as required for the Senior Leadership team, Board or funders as required.
- Collaborate with the Strategic Communications Fundraising Department to ensure clear communications and clarity where training clients including employers may also potentially be charity partners for fundraising purposes.
- Participate in the production of reports and publications compiled by Women's Aid.

## **Other Duties:**

- Participate in Training and Development Department planning and review sessions and maintain and utilise own work-plans.
- Participate in regular one to one supervision, team, organisational and other meetings where applicable.
- Keep up to date through proactive review of new research, legislation, and training tools/concepts relevant to Women's Aid training programmes.
- Provide staff training and development where necessary.
- Contribute to the strategic planning of the organisation.
- Attend internal and external training as require.
- To participate in multi-disciplinary groups and with local agencies in an awareness raising and influencing capacity if required.
- Present the work of the Women's Aid Training and Development Team in external information sharing forums.
- To carry out all other duties as required, commensurate with the responsibility of the post.
- To abide always by the philosophy, values and ethos of Women's Aid.

## Competencies and Skills

### Essential

- A qualification in a field of relevant academic training (NFQ/QQI level 7 or higher).
- A minimum of three years relevant training/facilitation experience.
- A feminist (gendered) analysis of domestic violence, and a strong commitment to eliminating all forms of violence against women and girls.
- Direct experience of designing and delivering training content with clear aims, objectives and outcomes for a community and voluntary, frontline statutory or other relevant audience.
- Have excellent interpersonal, written, and verbal communication skills.
- Excellent administrative and IT skills (all Office packages, Record keeping, data collation)
- Detailed knowledge of the dynamics of domestic abuse, including Coercive Control.
- A high level of professionalism, integrity and personal accountability, when engaging with diverse stakeholders.
- Demonstrable time management skills, and ability to work highly effectively on own initiative.
- Results and solutions driven.
- Enthusiastic, warm and friendly manner.

### Desirable Criteria:

- Experience of working directly with women in a support/advocacy role will be a distinct advantage.
- Experience in design and delivery of interactive training and e-learning using online platforms (e.g. Big Blue Button) an advantage.

- Knowledge and experience of training design and delivery to the community and voluntary sector an advantage.
- Experience of effective project planning and evaluation.
- Experience working co-operatively with other services, and in relationship building and maintenance.
- High level of competency working with Microsoft Office, including Outlook, Teams, Forms and SharePoint.
- Up to date knowledge and experience of child protection issues including Children First.
- Knowledge of intersectional factors impacting help seeking for marginalised and minoritized communities.
- A full clean driving license and access to own vehicle.

## How to Apply

**Application Form:** Application forms, clearly referenced **TRAIN25** in the subject line, should be sent by email only to Ana Senesi at [ana.senesi@womensaid.ie](mailto:ana.senesi@womensaid.ie)

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

**Closing date:** 5pm, Thursday 28<sup>th</sup> August 2025.

**Interview schedule:** It is anticipated that first round interviews will be held the week beginning September 8<sup>th</sup> at Wilton Place.

## Additional information

**Right to work in Ireland:** All applicants must have the right to work in paid employment in Ireland. 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).