

National Women's Council

Candidate Information Pack
Executive Director 2025



NATIONAL WOMEN'S COUNCIL

The National Women's Council (NWC) is the leading representative organisation working for women's rights and equality across the island of Ireland, founded in 1973.

We are rooted in our membership. We work together with our almost 200 member groups across the island of Ireland and a growing community of individual supporters to deliver on our purpose – to achieve women's rights and equality.

We are a feminist organisation. We define feminism as a movement striving for the social, cultural, political, and economic equality of women and men. This involves challenging gender inequalities and the systems and structures that oppress women. It also involves mobilising our members and advocating for true equality for all women and girls. Feminism is a core value for us, guiding our actions to achieve our goal of women's rights and equality.

OUR VISION, MISSION AND VALUES

Our **VISION** is

A feminist Ireland that is just and caring, where everyone thrives

Our **MISSION** is:

To lead action to achieve women's rights and equality through mobilising, influencing and building solidarity

Our **VALUES** guide us. They are given expression in our work and in how we work, as an organisation

FEMINIST

In all of our work, we acknowledge the unfair systems and barriers that all women face, no matter our differences. We work together to empower women to lead the changes needed for women's rights and equality. We focus on supporting women who have the least access to power.

We stand firm on women's rights and equality and challenge those in positions of power who undermine or oppose our campaign for positive change. We do not shy away from having tough conversations and speak up when it is needed. We try out new ways of working, embrace mistakes as learning opportunities and nurture a culture of self-reflection.

STRATEGIC

To be successful in achieving our goals, we are thoughtful and plan carefully. This means showing leadership, working well with partners, and focusing on what matters most. It means making choices that are achievable/realistic and will help us in the future.

INFORMED

Our work is based on the lived experiences of women in their diversity, paying extra attention to the most marginalised women. This and other available accurate evidence and research informs all of our materials, events, publications, and communications. Our staff is highly professional with proven expertise in their areas of work.

INCLUSIVE

We understand that women and girls are all different, and many will face different forms of discrimination at the same time, including but not limited to discriminations based on race, ability, sexual orientation, class, gender expression and ethnicity. We pro-actively include women from diverse backgrounds and offer extra support to those who might face more challenges in getting involved in our work. We are aware of potential bias and check our own institutional privilege and power.

CARING

We recognise care as essential to life, rooted in our interdependence with each other and the planet, and as a collective force that sustains people and communities. We recognise and value care in all its forms. We recognise the connections between gender, care, and the environment. We advocate for policies that put care at the heart of economic, social, and environmental systems. We foster an organisational culture that prioritises the well-being of staff and members; care starts within.

ABOUT THE ROLE

We are seeking an Executive Director who is responsible for providing visionary and strategic leadership to ensure NWC's continued success and sustainability. The Executive Director will lead the delivery and execution of the overall organisational strategy, serve as the public face of NWC, spearheading both organisational development and external communications. The Executive Director provides inspirational leadership—aligning staff and Board members around a clear vision and organisational Strategic Plan while ensuring efficient delivery of programs and campaigns. In partnership with the Deputy Director and the Senior Management team, the Executive Director ensures the organisation continues to work strategically as the leading representative organisation to promote and advance women's human rights and equality. The Executive Director will report to the Board of Directors via the Chairperson.

KEY ROLE RESPONSIBILITIES

Strategic Leadership

- Lead the implementation and review of NWC's Strategic Plan in collaboration with the Board, including annual work planning and performance management.
- Provide strong and effective leadership and overall direction to ensure the organisation achieves its mission, vision, and long-term objectives.
- Monitor sector trends and identify emerging opportunities and challenges to position the organisation for future success.
- Foster a culture of innovation, high performance, and continuous improvement.
- Ensure the organisation continues to develop as a vibrant, relevant, dynamic and credible organisation, and grow its membership base.

Organisational Development and Sustainability

- Identify and pursue new funding and partnership opportunities to ensure financial sustainability.
- Oversee diversification of revenue streams while maintaining alignment with organisational goals.
- Develop and implement proposals to ensure finances remain sustainable, including identifying resource requirements and developing new sources of funding.
- Build strategic alliances that add value to members and stakeholders.
- Stakeholder and Member Relationships
- Build and maintain strong, trusted relationships with members, funders, government bodies and other key stakeholders.
- Serve as the primary point of contact for major stakeholders, ensuring open communication and collaboration.
- Ensure that NWC's policy positions reflect the views of the membership as a whole and are widely understood by members and stakeholders.
- Maintain effective communications and good working relationships with members, Board members, staff, funders, and other relevant groups and individuals.

Representation and Advocacy

- Act as the public face and spokesperson of NWC.
- Represent the organisation at national and international forums, events, and in the media.
- Ensure effective communication and promotion of NWC's mission and objectives to Government, funders, media, and other stakeholders.
- Advocate on behalf of the organisation and its members to influence policy and advance NWC priorities.

Governance and Accountability

- Be accountable to the Board through the Chairperson, including attendance at Board meetings and regular review meetings with the Chairperson.
- Support the Board in fulfilling its governance responsibilities by providing accurate information, analysis, and advice to enable informed decision-making.

REQUIREMENTS

We are seeking an exceptional leader with the following skills and experience:

- **Proven Leadership:** A track record of building and leading a cohesive, high-performing senior leadership team in a comparable organisation, with at least 5 years' experience (or equivalent proven experience).
- **Strategic Expertise:** Demonstrated experience in strategic planning, implementation, and monitoring/evaluation.
- **Accountability & Results:** Proven ability to deliver high-quality results, ensuring accountability and effective stewardship of resources.
- **Advocacy & Communication:** Excellent oral and written communication skills, with significant advocacy and media experience.
- **Stakeholder Engagement:** Capacity to build and maintain strong relationships at a senior level with a wide range of stakeholders, including government, donors, supporters, media, and networks.
- **Representation & Networking:** Experience in building alliances and representing an organisation at local, national, and international levels.
- **Change Management:** Strong organisational development and change management experience.
- **Equity, Diversity & Inclusion:** Demonstrated commitment to promoting feminist ways of working, including commitment to equity, diversity, and inclusion policies and practices.
- **Interpersonal & Emotional Intelligence:** Excellent influencing skills, high emotional intelligence, sophisticated listening skills, and a collaborative leadership style rooted in integrity and respect.
- **Mission Alignment:** A strong commitment to the mission and values of National Women's Council
- **Qualifications:** A third-level degree or qualification in a relevant discipline or equivalent professional experience.

Competencies include:

- Specialist knowledge and expertise in gender and equality
- Understanding of NGO sector and political, economic and social environment.
- Drive & commitment to feminist values
- Striving to improve organisational and team performance
- Commitment to self-development

Terms and Benefits

Contract: Full-time, permanent. The role requires flexibility to work some weekends and evenings.

Salary: €84,050 per annum, appointed at Point 1 of the Executive Director salary scale (see below). Salary placement is fixed and not subject to negotiation.

Salary Scale: Executive Director

Point	Amount (€)
1	84,050
2	85,101
3	86,151
4	87,202
5	88,253
6	89,303
7 (after 3 years)	94,556
8 (after 3 years)	99,809

- Annual Leave: 30 days per annum (exclusive of public holidays)
- Pension: 7% employer PRSA contribution
- Location: Dublin-based

How to Apply

Please complete and e-sign the application form and send it to anneg@nwci.ie, marked “NWC Executive Director”, no later than midnight on 24 September 2025.

- Applications will only be accepted on the official application form. CVs will not be considered.
- Late applications will not be accepted.

Application Process

- First round interviews will take place in person on 7th October 2025.

Second round interviews will take place in person on 17th October.
Candidates invited to this stage will be asked to deliver a presentation.

Equality and Inclusion

NWC is an equal opportunities employer and welcomes applications from all suitably qualified candidates. We particularly welcome applications from under-represented groups, including people from ethnic minority backgrounds and people with disabilities. NWC also offers a range of flexible working arrangements.