

## **Transgender Equality Network Ireland (TENI): Chief Executive Officer (<https://www.activelink.ie/node/109647>)**

### **Open position: Chief Executive Officer of TENI**

Transgender Equality Network Ireland (TENI) is seeking a full-time CEO to lead the operational team to continued success in the promotion of better conditions for trans people in Ireland. The CEO should be a skilled and motivated individual with an outstanding track record in leadership and advocacy. Ideally, they should have experience in creating a work culture that helps staff achieve success, an excellent understanding of how to transform vision into achievable goals, and an in-depth knowledge of trans issues, particularly those pertaining to legal recognition, healthcare, education and employment.

The CEO reports to the Chair of the TENI Board of Directors and collaborates with the Executive Committee of the Board as well as leading the operational team.

### **Key responsibilities**

- Lead TENI's operational team in line with the organisation's ethos and culture
- Work to transform TENI's vision and mission into goals and strategic priorities
- Develop and implement the strategic plan over the coming years
- Help develop high-level positions as well as outward-facing resources for TENI's advocacy work
- Help design TENI's work plan and oversee its execution
- Manage direct reports, which includes creating their professional development plans, supporting them in managing their own reports, setting their goals, and supporting them in achieving those goals
- Collaborate with professional services providers in the execution of work plans
- Support in the preparation of annual budgets and regular financial reports for the Board
- Oversee the management of finances, including fundraising activities and spending
- Manage relationships with donors, grantors and other providers of funding
- Represent TENI at a national and international level
- Collaborate with representatives of other NGOs and charities, particularly those focused on social justice and the betterment of conditions for marginalised communities

### **Essential experience and competencies**

- Significant and demonstrable professional experience in managing and developing and operational team
- A proven ability to work in community organising, particularly work that focused on the betterment of conditions for marginalised communities
- Proven experience in working with diverse stakeholders
- Proven experience in awareness campaign management
- Experience developing and managing budgets
- Experience representing organisations at social or political events
- Experience of collaborative leadership environments
- Native or fluent spoken English

### **Desirable experience and competencies**

- An understanding of the Irish sociopolitical landscape
- An understanding of the UK sociopolitical landscape
- Prior direct involvement with the trans community or trans movement
- An understanding of the scrum-and-sprint project management method
- An understanding of intersectionality and the importance of inclusion over diversity
- Prior involvement in fundraising

### **The organisation**

TENI is a small non-profit organisation dedicated to improving conditions and advancing equality for trans people and their families in Ireland. Our vision is an Ireland where trans people are understood, accepted and respected, and can fully

participate in all aspects of Irish society. TENI is dedicated to ending the challenges that trans people face, including transphobia, discrimination and inequality.

## Terms

The salary and conditions on offer are competitive for the NGO sector and commensurate with the desired experience. TENI is an equal opportunity employer that is committed to a diverse work environment. TENI cannot offer compensation for relocation for this position. The offices are in Dublin City in Ireland. The position is a hybrid position with at least three days per week in-office.

## Application process

Applications consisting of a cover letter and CV that clearly outline the relevant experience, motivation and salary expectations should be sent to [ceorecruitment@teni.ie](mailto:ceorecruitment@teni.ie) (<mailto:ceorecruitment@teni.ie>) no later than 5 p.m. on Thursday, August 22, 2024. They will be reviewed as they are received by representatives of the Board and an independent consultant. Initial remote interviews will be held with selected candidates during that period. Further in-person interviews will be held with candidates selected from that round.

Further information can be obtained by writing to [ceorecruitment@teni.ie](mailto:ceorecruitment@teni.ie) (<mailto:ceorecruitment@teni.ie>).

### Region

Dublin City / Hybrid

### Date Entered/Updated

18th Jul, 2024

### Expiry Date

22nd Aug, 2024

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