



**Men's
Development
Network**



MEN'S DEVELOPMENT NETWORK CANDIDATE INFORMATION PACK

**ON FEIRM GROUND 2:
TRAINING OFFICER**

THE SUNDAY TIMES IRELAND

 Best Places to Work 2024

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INTRODUCTION

Thank you for considering MDN as your next career move. This document will provide you with an overview of who we are, what we do, and the exciting opportunities available at our organisation. We believe in fostering a diverse and inclusive workplace where every team member can thrive and contribute meaningfully. Read on to discover what it means to be part of MDN and learn how you can make a difference with us

WHO WE ARE

The Men's Development Network (MDN) is an Irish non-profit organisation headquartered in Waterford City, with a key focus on promoting change and equality across society. MDN engages men and boys on their health, wellbeing, gender equality, and the prevention of gender-based violence.

MDN fosters healthy masculinity and creates environments where men can thrive. We empower men to take control of their lives and make positive choices through various programmes, initiatives, and community-based projects. One of our primary areas of focus is men's mental health. Recognising the barriers men face when seeking support, MDN creates safe spaces where men can discuss their mental health challenges openly. Through training, workshops, and counselling services, we equip men with the tools needed to manage their well-being effectively.

We also address relationship difficulties and social isolation through the MEND (Men Ending Domestic Abuse) programme. This initiative works with men who have been violent or abusive in their intimate relationships, aiming to promote positive change for the safety and welfare of women and children.

In collaboration with schools and higher education institutions, MDN implements prevention and early intervention programs aimed at young men. These include our White Ribbon Training Programmes, which promote healthy coping mechanisms, positive communication, and emotional literacy.

Through the Male Advice Line (MAL), MDN provides confidential support to male victims of domestic violence and abuse, available seven days a week. The MAL is a lifeline for many, offering essential support, advocacy, and information.

MDN influences policy on men's issues at local, regional, national, and international levels and has a strong record of multi-agency collaboration. By addressing mental health, relationship difficulties, social isolation, and engaging with young men, MDN plays a crucial role in supporting men's overall health and fostering positive change.





MEN'S DEVELOPMENT NETWORK VALUES



EQUALITY

To strive towards a more equal society in which all people are treated equally and without discrimination, will create the conditions for everyone to thrive.



PARTNERSHIP

Working in collaboration and having a non-adversarial approach to effecting change creates the conditions for true and sustainable change.



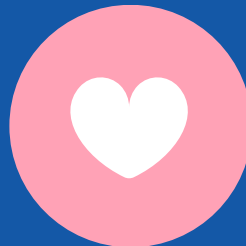
PROFESSIONALISM

A professional approach ensures both clients and partners are treated with respect and dignity and all areas of compliance are met.



NON-JUDGEMENTAL

Coming from this perspective allows for tolerance, respect, and dignity to influence the conditions for change.



LOVE

Is the cornerstone of our existence; without it the conditions for personal and societal growth are limited.





At the Men's Development Network, we value our staff and are proud to have been recognised as one of ***The Sunday Times Best Places to Work 2024***. We believe that creating a positive and inclusive work environment is key to achieving our mission. Our culture is grounded in respect, teamwork, and collaboration, where diversity of thought and experience is celebrated. Our team is welcoming and dedicated to creating a productive atmosphere where everyone can flourish. We offer flexible working hours to help maintain a healthy work-life balance, and we regularly check in with staff to ensure they feel supported in their roles.



Flexibility: We offer flexible working hours to help you balance your personal and professional life. MDN understands that life happens, and we allow staff to take time to attend an appointment or caregiving responsibilities, in the form of *flexi-time*.



Annual Leave: We have a generous annual leave entitlement, starting at 25 days per annum (pro rata).



CPD: MDN encourage professional development, and will endeavour to work with staff who are presented with opportunities to enhance their knowledge and skills (contingent upon budget allocation).



Support: Regular check-in sessions with line managers ensure that you have the support you need to develop in your role. We believe in open communication and are always here to listen and help.

Hybrid Working Environment: At the Men's Development Network, we embrace a flexible hybrid working model tailored to the needs of each role. Employees have the autonomy to work flexibly, balancing time in the office and at home in a way that aligns with their responsibilities and work-life balance.



We provide the necessary technology and partner with a reliable IT support company to ensure you can work effectively from any location.* Our headquarters in Waterford offers collaborative spaces, meeting rooms, and counselling rooms, while our offices in Dublin and Limerick support staff across Ireland with superfast broadband.



Expenses: We cover expenses and subsistence for any work-related travel, ensuring you're supported when representing the organisation.



Employee Wellbeing: Your wellbeing is a top priority for us. We have in-person wellbeing/team-building events throughout the year. We conduct monthly wellbeing sessions that focus on the company values, mental and physical health.

We also host bi-weekly online watercooler chats, offering a relaxed space for colleagues to connect and enjoy informal conversations



Health Plan: All employees can avail of a subsidised health plan designed to support your healthcare needs.

*remote locations must be approved by management



Post: On Feirm Ground 2 Training Officer – Engage

Reporting to: OFG2 Programme Co-ordinator – Engage

Introduction

Engage-On Feirm Ground 2 is a bespoke training programme that equips agricultural professionals and service providers with the knowledge, skills and competencies to engage and support farmers on their health and wellbeing.

MDN is now seeking an experienced and creative Training Officer to join the Engage-OFG2 team. This role is ideal for someone with a strong background in agriculture and/or mental health, who thrives in facilitation and resource development, and who is skilled in delivering interactive training in both online and in-person settings.

Programme Level: At a programme level the OFG2 Training Officer will deliver Engage On Feirm Ground 2 (OFG2) programme.

Duties of OFG2 Training Officer – Engage.

Key Responsibilities

- **Training Delivery:** Deliver the OFG2 training programme both in-person in an engaging and conversational manner.
- **Resource & Content Development:** Contribute to the design and development of training materials, ensuring content is engaging, relevant, and accessible.
- **Stakeholder Engagement:** Promote the programme and build relationships with agricultural organisations, education providers, and other key training networks.
- **Trainer Support & Mentorship:** Provide mentorship and support to existing Engage trainers to enhance their facilitation skills and knowledge.
- **Research & Evaluation:** Support research and evaluation efforts to measure the programme's impact and effectiveness.





Requirements:

Each candidate must have,

- A primary degree in Agriculture, Social Science, Community Development, Health Promotion, or a related field.

OR

at least three years of experience in programme research, training, or policy development.

- Strong facilitation skills with experience in both in-person and online training delivery.
- Demonstrated ability to creatively engage trainees and adapt facilitation styles as needed.
- Experience working on gender equality, capacity-building, or health and wellbeing projects.
- Ability to work independently as well as collaboratively within a team.

Desirable:

- A postgraduate qualification in a research-related field.
- In-depth knowledge of agriculture, health promotion, and rural wellbeing.
- Experience working with community development approaches in training.
- Formal teaching or education experience.
- Strong project management skills.
- Ability to build trust and rapport with diverse groups.

Salary Range:

The salary scale is €31,110-€43,403, negotiable at point of entry depending on the Candidates skills and experience. A pension scheme is **NOT** in place for this position however access to pension information will be indicated to the successful Candidate.





ABOUT THE ROLE

Probationary period:

A probationary period of 6 months will apply. This can be extended by the Board at its sole discretion for up to a further 6 months.

Each Candidate Must

- Be of good character and in a state of health that would indicate a reasonable prospect of ability to render regular and efficient service.
- Be in possession of a full clean driving license and have use of a vehicle.
- Be prepared to work outside of normal hours, as necessary.
- Be prepared to change location as required by the Company.
- Have access to good broadband and willing to work remotely and in our head office in Waterford.

Any offer will be subject to satisfactory references.

This job description is not exhaustive and duties and responsibilities may change in the future as decided by the Board of Directors.

HOW TO APPLY

Please forward via email to recruitment@mensnetwork.ie:

- CV (no more than two pages).
- Cover Letter outlining your motivation and suitability for the role based on core competencies.

Please ensure the job reference code (Ref: MDN/ET/25/03) is included in the email subject line.

All queries should be directed to recruitment@mensnetwork.ie

Shortlisted candidates will be invited by email to attend an interview via Teams video call.

We endeavour to respond to all applicants, however some roles receive a high volume of applicants and we can't always guarantee each applicant will receive a response.

Deadline for applications is the 16th April 2025 at 12:00.

Failure to comply with the application procedure will deem the application invalid. Job offer is subject to references.



EQUAL OPPORTUNITY STATEMENT:



The Men's Development Network CLG is committed to a policy of equal opportunities in employment. It recognises that Irish society, particular groups and individuals are discriminated against and denied equality of opportunity. Management aims to create an environment in which equal opportunity is promoted as a means of developing the full potential of everyone involved in the organisation.

The Men's Development Network CLG is committed to promoting a good and harmonious working environment where every employee is treated with respect and dignity, and in which no employee feels threatened or intimidated.

The policy of equal opportunity ensures that any decisions relating to recruitment and selection, pay, terms and conditions, career progression, training and development are made on the basis of ability, qualifications and suitability for the work

*This is an extract from our equal opportunities policy, a full copy of the policy can be made available upon request.



Men's Development Network

Better Lives for Men, Better Lives for All

