



## **Beyond Stigma Professional Internship – Terms of Reference**

We are looking for a creative and confident self-starter with professional skills and real interest in stigma as it affects particularly vulnerable population groups such as people living with HIV, women who have experienced gender-based violence, sex workers, people affected by TB and others.

Beyond Stigma is a small, start-up organisation that works in Zimbabwe, Vietnam and Ireland primarily designing programmes and carrying out research on self-stigma. The period of 2021-2022 is an important time in the organisation development of Beyond Stigma where the organisation will grow and stabilise to fulfil its mission.

*This will be a unique opportunity for a Professional Intern to gain real experience in project implementation, programme design and implementation, monitoring and evaluation and grant writing.*

### **What we do**

We work to tackle stigma and shame - from the inside out  
We work with vulnerable groups and on sensitive issues  
We focus on working with communities with few resources of their own

### **Why we do this**

To empower individuals and communities to bring about the change they need  
To create a more compassionate and peaceful society  
Because we believe that everyone has a right to a fulfilling life

### **How we do it**

We implement and monitor impactful programmes that promote self-inquiry and tackle beliefs and thinking  
We build on knowledge, skills and wisdom present in the community  
We tailor programmes to the communities and cultures they are for

### **Who we work with**

First and foremost with people and communities themselves  
With local groups and NGOs  
With universities, international aid agencies, governments and other stakeholders who have influence and decision-making power

*This document outlines the specification and responsibilities of the Beyond Stigma Ireland Professional Intern. The Intern will work closely with the Executive Director and the Board as required.*

## Person specification

*The ideal candidate will possess:*

- Primary degree or postgraduate qualification in a health-related discipline.
- Interest in a broad range of global health and development issues.
- Excellent written and verbal communication skills in English (*journalism experience would be an asset*).
- Strong communication skills (social media, website development etc. particularly in relation to campaigning)
- Understanding of stigma, self-stigma, HIV and of issues relating to marginalised groups
- Experience in proposal development
- Monitoring and evaluation skills or knowledge
- Strong organisational, administrative skills.
- Website development knowledge
- Flexibility
- Keen interest in working with and for people
- Project management skills

## Areas of focus

### *Project implementation*

- Beyond Stigma is currently implementing a project Wakakosha (I'm Worth It) focused on young people living with HIV in Zimbabwe. The Intern will support with programme implementation, communication and documentation.
- Support the monitoring and evaluation of projects

### *Communication*

- Support the development of social media presence sharing stories of people from Zimbabwe, Vietnam and Ireland related to self-stigma
- Documenting case studies and achievements
- Support with social media strategy

### *Website design, updating, and maintenance:*

- Maintain Beyond Stigma website
- Create / source content and articles for Beyond Stigma website.

### *Funding and proposal development:*

- Scoping of appropriate and timely funding opportunities
- Support Executive Director and the Board in the writing of funding applications.

### *Research*

- Support with the writing up of research and production of papers as needed (will include co-authorship on all publications produced)

## Work specification

- 3-5 days (24 - 40hrs) per week depending on availability and fit
- Can be done remotely via Zoom and WhatsApp
- No salary is paid for this Internship. However, a stipend of 45euros/day will be paid to the Intern to support with communication or travel costs. Training opportunities will be actively sought and supported, where possible, during the time of the Internship. Career guidance and support in the form of identifying opportunities and making contacts to secure full-time employment will also be provided.
- Beyond Stigma will actively support the Intern wherever possible to find opportunities for career advancement in global health, and to network with the global health community.

### What will the intern gain from this position?

- Opportunity to make a significant impact to an organisation doing important work.
- Experience working in the global south on HIV, and stigma and discrimination among vulnerable groups.
- Skills development in the setting of global health, particularly the movement to stop stigma – this will include contacts in global NGOs, UN and academic institutions.
- Skills in proposal development, project management, technical skills around stigma and self-stigma, communications and advocacy, web development, qualitative research, digital content handling.
- Opportunity to co-author international papers and publications
- Beyond Stigma will actively seek opportunities to attend conferences, events and make use of networking opportunities to interact with global health and development professionals.
- Networking opportunities to interact with global health and development professionals.

### Timeline of the internship

The internship will be for an initial six months, from August - December 2021. After this time, a review will be carried out and the internship may be extended for another six months.

### To apply

Please email [nadine@beyondstigma.org](mailto:nadine@beyondstigma.org) attaching a **one-page cover letter and current CV** by close of business on Friday 12 August 2021.