



Beyond Stigma Professional Internship Terms of Reference

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

Beyond Stigma is a small organisation that works in Zimbabwe, Vietnam and Ireland primarily designing programmes and carrying out research on self-stigma related.

The period of 2022-2025 is an important time in the organisation development of Beyond Stigma is running several programmes and working to secure additional funding to enable the organisation to continue to fulfil its mission.

This will be a unique opportunity for a Professional Intern to gain experience in project management, 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 CEO and Programme Officer as required.

Person specification

The ideal candidate will possess:

- Primary degree or postgraduate qualification in a health or, development related discipline;
- Interest in a broad range of global health and development issues;
- Keen interest in working with and for people
- Excellent written and verbal communication skills in English;
- Strong communication skills (social media, website development etc), particularly in relation to campaigning;
- Website development knowledge
- Experience in proposal development;
- Monitoring and evaluation skills or knowledge;
- Strong organisational, administrative skills;
- Project management skills;
- Flexibility

Areas of focus

Funding and proposal development:

- Scoping of appropriate and timely funding opportunities
- Support CEO and the Board in the writing of funding applications. *Project implementation*
- Beyond Stigma is currently managing two innovative projects – the Professional Intern will assist with tasks related to project implementation – working with young people living with HIV in Zimbabwe and working with sex workers in Vietnam (*concept notes for both projects available on request*).
- Support in the monitoring and evaluation of projects

Communication

- Support in 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 media strategy

Website design, updating, and maintenance:

- Maintain Beyond Stigma website
- Create / source content and articles for Beyond Stigma website. *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 days per week
- No salary is paid for this position, however, a monthly stipend of Euro500 per month will 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 contribution to an organisation doing important work.
- Experience working in the global south on 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.

The starting date of this internship is November 2022.

Please send your CV and Cover letter to maria@beyondstigma.org by 14th October 2022.