



## **Vacancy with Pavee Point Traveller and Roma Centre: Traveller Health Programme Coordinator**

Are you committed to and experienced in working for human rights, particularly in health access, participation, and outcomes for marginalized or minority groups? Are you experienced in coordinating and leading policy, developing and overseeing innovative initiatives? Pavee Point invites you to lead the work of our large and dynamic **Traveller Health Programme!**

Established in 1985, Pavee Point is recognized both nationally and internationally as a leading human rights organization working for the development, implementation and monitoring of policies and initiatives to promote equality for Traveller and Roma communities. We adopt a community work approach to addressing the rights issues faced by them across a range of thematic programmes. Pavee Point has a long track record and a particular competence in addressing Traveller health inequalities and the right to health. Our Health Programme is now looking for an experienced person to coordinate the programme's work.

**Role:** Traveller Health Programme Coordinator

**Job Overview:** Pavee Point's Health Programme is one of the longstanding Traveller health initiatives in the country which uses a social determinants of health analysis and community development approach to address Traveller health inequalities and support equality of access, participation, and outcomes in Traveller health. It works at international, national, regional and local levels.

The coordinator will lead this dynamic programme, overseeing key dimensions of the work, including mental health, maternal health, men's health and primary health care in line with Pavee Point's strategic objectives. In particular, the coordinator will be responsible for supporting interagency and partnership working, policy development, project management and advocacy. The post holder will also be responsible for implementing activities to support the National Traveller Health Action Plan (NTHAP) and Eastern Region Traveller Health Action Plan in partnership with a range of key stakeholders.

**Reports to:** The incumbent of this post will report to the Senior Management. On a day-to-day basis the incumbent will report directly to the Traveller Health Unit Coordinator.

**Place of work:** Pavee Point Traveller & Roma Centre, 46 Charles Street Great, Dublin 1. A hybrid system of remote / in office / in person working applies depending on role requirements.

### **Duties:**

- Lead and support strategic advocacy for the organization with a focus on the implementation of Ireland's National Traveller and Roma Inclusion Strategy and NTHAP,
- Develop relevant human rights submissions, policy positions, advocacy materials, briefing papers and research reports on Roma and Traveller rights,
- Support implementation of actions of the NTHAP and Eastern Region Traveller Health Unit (THU) NTHAP Implementation Plan,

- Work with statutory stakeholders nationally and regionally to equality-proof services to ensure they are accessible and inclusive for Travellers and address existing barriers to utilization,
- Identify patterns in treatment and experiences of Travellers arising in Pavee Point's work and through research carried out and supported by the Health Programme,
- Maintain an overview and analysis of developments in the external environment nationally and internationally which impacts on Travellers, Roma and Pavee Point's health work,
- Develop, deliver and document Traveller health initiatives at a regional and national level using a community development approach,
- Represent Pavee Point at regional, national, international and other relevant forums,
- Contribute to the implementation of Pavee Point's Strategic Plan.

### **Leadership and Supervision:**

- ✓ Manage the Programme in line with the strategic goals of the organization and funding requirements using a human rights community development approach,
- ✓ Lead, motivate and support the team in its work,
- ✓ Lead strategic and organizational planning processes within the Health Programme in line with Pavee Point's strategic goals, objectives and organizational priorities,
- ✓ Support and facilitate leadership and collective action within the Traveller community,
- ✓ Identify and support the team with ongoing professional development.

### **Sustainability:**

- Support sourcing and management of programme funding to ensure sustainability of the programme,
- Regular reporting on the work of the project to Senior Management and funders,
- Clearly articulate the work of Pavee Point and key messages in public forums,
- Ensure the development of resources and materials to profile the work of the Health Programme,
- Assist with wider work of Pavee Point to meet the strategic goals of the organization,
- Undertake any other duties within the general requirements of the role that may be assigned, as appropriate by Co-Directors / Senior Management.

### **Skills & Knowledge:**

The coordinator would ideally have some or all of the following:

- ✓ Coordination and management skills
- ✓ Strong leadership skills
- ✓ Strategic advocacy and campaigning skills
- ✓ Building and further developing partnerships across a range of key stakeholders
- ✓ Demonstrated skills in research and policy analysis
- ✓ Skills in advocating to challenge racism and promoting equality and human rights
- ✓ Strong understanding of the social determinants of health and how these impact on Travellers in Ireland and beyond
- ✓ Clear analysis of systematic racism, discrimination and their intersectionality and implications for issues faced by Travellers and Roma in relation to the right to health
- ✓ Knowledge of community work and human rights principles and practice
- ✓ Clear analysis and understanding of key policy areas relevant to Traveller health
- ✓ Experience of facilitation and group work skills
- ✓ Excellent analytical and writing skills

- ✓ Excellent communication and interpersonal skills, including sensitivity and appreciation of intercultural and anti-racist approaches in a culturally diverse environment
- ✓ Ability to work on own initiative and within a team
- ✓ Ability to work in a fast-paced environment and prioritize workload within competing deadlines
- ✓ Show creativity in solving problems

**Qualifications / Experience:**

- University degree in social sciences, community development, human rights, or other related health associated disciplines
- Minimum 3 years' experience in community development or human rights work
- Experience in coordinating an advocacy, human rights and / or community project, or substantial experience of working in a community setting with Travellers, Roma or other marginalized groups
- Experience in project coordination / management
- Experience with developing and facilitating training and information sessions and content production
- Experience of working with Travellers, Roma or other minority groups

**Other Requirements:**

- ✓ Holding a clean, full driving license and ability to travel
- ✓ Flexibility

**Terms & Conditions:**

The post is funded through the Eastern Region THU on behalf of the Health Service Executive (HSE). It is a full-time position, depending on, and in line with financial allocations and Pavee Point's overall direction and development. Salary is commensurate with experience but will be in the range of €44,452 - €58,733.

The length of the contract is subject to funding and a probationary period will apply. Pavee Point operates a pension scheme and makes a 5% contribution to this. There is also a generous leave package, which includes 25 days annual leave, 2 additional days at June and October bank holiday weekends, as well as additional days at Easter.

**How to Apply:**

Complete the Pavee Point Job Application Form and email to Lee Davis: [lee.davis@pavee.ie](mailto:lee.davis@pavee.ie)  
The closing date for applications is Friday 17<sup>th</sup> November 2023 (5pm). Late applications will not be considered. Interviews will take place the week of 27<sup>th</sup> November.

**Pavee Point is an equal opportunities employer**