



**Men's
Development
Network**



MEN'S DEVELOPMENT NETWORK CANDIDATE INFORMATION PACK

MEND MANAGER

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.



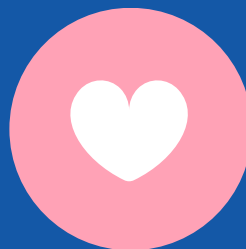
PROFESSIONALISM

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.



OUR CULTURE AND BENEFITS



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



ABOUT THE ROLE

Job Title: MEND Manager

Reporting to: Clinical Services Manager

Key Aspects of the MEND Manager

General

The post is offered on a full-time contract basis, subject to the continuing availability of funding and the capacity of the company to continue to win funding contracts, grant and service level agreements. Working with the Clinical Support Management Team, the post will have direct responsibility for the management and operations of the Mend programme.

Key Responsibilities

The Mend Manager (MM) reports directly to the Clinical services manager . The MM will be the primary point of contact between the Company and those with whom it has contracts. The MM will liaise with Cuan and other funders, along with MDN's partners in HSE, MHFI, HSE, NMHRC, Action Aid, MEE, EIGE, EWL, NWCI and others, in delivering the Company's Programmes, Services and Campaigns.

The primary responsibilities of the MM are to:-

- Oversee the successful development and implementation of the organisation's Strategic Plans.
- Lead the specific programmes under their remit.
- Work directly with the CEO, Organisation Support Team, Clinical Management Team and Programme Development Management Team & other staff.
- The Mend Manager is expected to ensure the positive development of the staff team through:
 - Implementing and conducting team meetings at regular intervals to ensure the efficient development of all areas of work;
 - Providing support & supervision to staff
 - Facilitating in-house training days where identified and appropriate with all staff e.g. internal policies and procedures, and as required, source suitable qualified trainers e.g. Manual Handling or Health and Safety issues, Equality, Child Protection etc;
 - Organising induction process for new staff where appropriate;
 - Fostering & developing overall positive team approach and atmosphere in the team through the fostering of good communication;
 - Develop awareness between staff of all the different programmes and services and new developments, as well as the values and vision of the Programme and other programmes of MDN
 - Lead and develop the programme team.
 - Ensure that all procedures and processes are complied with as required within the framework of the various programmes.
 - Manage and oversee programme budgets.
 - Represent the Company and its work locally, regionally, nationally and internationally





ABOUT THE ROLE

Skills and Attributes Profile

The Mend Manager of the Men's Development Network CLG will have the ability to lead their programmes and facilitate a creative environment and be capable of coping with stress and the pressure of working on one's own initiative. The MM will be required to be flexible and have a positive attitude.

Familiarity with delivering one or all of the MDN's men's development, health, violence intervention, counselling, and gender equality programmes, or equivalent, will be a distinct advantage for the candidate. An understanding of and detailed knowledge of the community development process and awareness of relevant government policies will be beneficial.

The Candidate will be expected to demonstrate a broad range of work experience at a senior level with a commitment and record of continuous development and innovation. It would be desirable that the Candidate has a third level qualification, a degree or equivalent, and advantageous to have a postgraduate or professional qualification in a relevant discipline.

The Candidate will have an outstanding record of achievement in their career to date and have a detailed knowledge of the Men's Development Sector in Ireland. They will be expected to have at least 5-years' experience in a Management position, preferably some of which will have been in Development or NGO sectors.

The Candidate will be expected to show evidence of experience in strategic management and the management of change. The Candidate should be able to demonstrate team building and staff management capabilities coupled with experience in the installation and implementation of staff appraisal systems and a strong organisational ability coupled with developed skills in project management.

The Candidate will be able to demonstrate a level of excellence and motivational skills, to be able to manage and delegate, to think strategically and above all to inspire those around them with a sense of confidence and aspiration to work for the betterment of the Companies clients.

They will be expected to demonstrate that they have a proven ability to motivate staff and a voluntary Board in achieving plans and targets. It is expected that they will have a capacity to facilitate the building of constructive and strategic relationships and partnerships with key stakeholders for the betterment of the clients of the Company and the Company's own strategic future.

Salary Range:

The salary scale is €44,250-€55,000 and negotiable at point of entry depending on the Candidates skills and experience.

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.





ABOUT THE ROLE

Ideal 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.
- Hold a relevant Masters degree or equivalent relevant experience
- 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.
- Be proficient in Microsoft suite

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 joyce@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 number (MDN202511MM) is included in the email subject line.

All queries should be directed to joyce@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 11/12/2025 at 12:00 noon.

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

