



Beyond Stigma Professional Internship – Terms of Reference

1 July - 30 December 2024 (6 months)

Application deadline 21 June 2024

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 related.

The period of 2024 is an important time in the organisation development of Beyond Stigma where the organisation will support the delivery of programmes to a range of countries .

This will be a unique opportunity for a Professional Intern to gain real experience in organisational development, 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 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 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 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.

Administration

- Support to organise, set up and take minutes of meetings

Work specification

- 3-5 days (24 - 40hrs) per week depending on availability and fit
- Can be done remotely via Zoom and Whats Ap
- 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 info@beyondstigma.org attaching a one-page cover letter outlining your relevant experience, your suitability and stating what you can bring to the organisation together with your current CV by close of business on 21 June 2024.

Position is subject to funding availability