



### **Temporary Skill Development Training Consultant:**

**Overview:** FLAC is a human rights organisation which exists to promote equal access to justice. Its vision is of a society where everyone can access fair and accountable mechanism to vindicate their rights.

The Equal Access Project is a 2 year project co-funded by DG\_JUST under the Rights Equality and Citizenship programme. The project seeks to build the capacity of advocates to represent claimants, in discrimination claims under the Equality legislation on the Race Ethnicity and Traveller Community grounds. There is also a research element to the project.

We are seeking a Training Consultant as part of this project to coordinate the design and delivery of a training course for equality advocates representing claimants at the Workplace Relations Commission on the Race and membership of the Traveller Community grounds.

**Contract hours:** 2.5 days per week for 8 months.

### **Indicative Course Content:**

The course will provide trainees with the knowledge and skills required to represent a claimant. This will include: knowledge of the legislative context, the workings of the WRC, and the process of making a claim; and the advocacy skills associated with accompanying a claimant through the process, responding to their needs, and making a clear and thorough case to accurately and effectively represent the claimant. Trainees will be professionals, activists, and community and voluntary sector workers from anti-racism movements and organisations across civil society. The training is intended to produce a nationwide network of advocates who will contribute to improved outcomes for claimants before the Workplace Relations Commission.

### **The Training Consultant will:**

- Work with the Project Team's Employment Rights and Equality Experts to design the training course content, with input and oversight from an Expert Advisory Committee as necessary, based on a set of learning outcomes designed to meet the objectives of the course. This will include the development of a training and assessment methodology, production of course materials such as manuals and e-learning resources, and designing an evaluation process to capture feedback from trainees.
- Ensure the training adheres to best practices in gender mainstreaming.
- Develop a proposal regarding the accreditation of the programme.
- Coordinate the delivery of the training, including sourcing trainers from the Project Team, the project consortium organisations, and externally as necessary.
- Act as Contact Person for the trainees and trainers.
- Participate in regular Project Team meetings and report regularly to the Project Coordinator.
- Manage subcontractors providing services related to the training course where necessary.

**Essential requirements:**

- Qualification in human rights, policy, law, or related discipline, including in the social sciences.
- Experience in developing and delivering training programmes related to social justice, human rights, policy and law, advocacy, or a related area.
- Knowledge and experience of dealing with national accreditation standards for training programmes.
- Commitment to social justice and equality.
- Ability to self-manage and work on own initiative.
- Excellent communication skills, including in the context of training, team work, and in documenting progress through written reports.
- Highly organised with excellent attention to detail.

**Desirable:**

- Knowledge of, and affinity with, the issues facing minority ethnic communities.
- Experience working with minority ethnic communities.
- Knowledge of Irish equality law, the Workplace Relations Commission, or other relevant areas of the legislative context.
- Experience working on EU funded projects.

**Terms:**

The Consultant will be employed on the basis of a self-employment contract for approximately 2.5 days per week or 10 days per month for a period of 8 months. Closing date for receipt of applications is Friday the 4<sup>th</sup> of June. CV and a covering letter should be sent to [recruitment@flac.ie](mailto:recruitment@flac.ie)