



Communications Manager role

This is an exciting opportunity for an experienced communications professional to join Ireland's national network for Global Citizenship Education. As Communications Manager, you'll lead strategic communications that strengthen IDEA's profile, engage members and partners, and help communicate the value and impact of Global Citizenship Education to audiences across Ireland.

Salary: €49,522 - €55,737 per annum (depending on experience)

Contract: Full-time, one-year fixed-term contract. IDEA intends this to be an ongoing role, with the opportunity for the position to become permanent, subject to funding. IDEA's preference is to appoint on a full-time basis; however, applications from candidates seeking a four-day working week will be considered.

Pension: 6.5% employer contribution to a contributory pension scheme

Reporting to: CEO

Closing date: 9.00am (Irish time), Thursday September 17 2026.

About IDEA

IDEA, the Irish Development Education Association, is the national network for Development/Global Citizenship Education in Ireland. Supported by Irish Aid, Concern Worldwide, and Trócaire, we represent over 100 members involved in the practice, promotion and advancement of Development/ Global Citizenship Education in formal, non-formal and informal settings. Together we work to strengthen Development/ Global Citizenship Education in Ireland and to raise awareness of the crucial role it plays in achieving an equal, just and sustainable future. For more information, please visit our website www.ideaonline.ie

About Development Education / Global Citizenship Education

Development Education / Global Citizenship Education (GCE) is an educational process which enables people to understand the world around them and to act to transform it. DE/GCE works to tackle the root causes of injustice and inequality, globally and locally, to create a more just and sustainable future for everyone. In Ireland, it is practiced by a range of actors, from International Development NGOs to Domestic NGOs, to Educational Organisations, and Individuals. It takes place across a wide range of formal, non-formal and informal settings, and involves learners of all ages. Development Education, Global Citizenship Education, and Education for Sustainable Development are all terms used by our members depending on the nature of their work or their areas of specialism.

The Role

IDEA is seeking an experienced Communications Manager to lead the organisation's strategic communications and public engagement work.

Working closely with the CEO and colleagues across the organisation, the Communications Manager will strengthen IDEA's profile, support member engagement and communicate the impact of Global Citizenship Education to a wide range of audiences.

The successful candidate will lead the development and delivery of IDEA's communications strategy, oversee communications planning, digital channels, website and media engagement, and ensure communications support the organisation's strategic priorities. The role may also involve line management of a communications officer role and responsibility for developing effective communications systems and processes across the organisation.

The role combines strategic leadership with hands-on delivery, requiring excellent judgement, relationship-building skills and the ability to communicate complex issues clearly and effectively.

Key Responsibilities

Strategic Communications

- Develop and implement IDEA's communications strategy in line with the organisation's Strategic Plan.

- Develop annual communications plans that support organisational priorities, campaigns and key organisational milestones.
- Provide strategic communications advice to the CEO and colleagues across the organisation.
- Ensure IDEA's messaging, visual identity and communications remain consistent across all channels.
- Identify opportunities to raise IDEA's profile and strengthen awareness of Global Citizenship Education.
- Monitor, evaluate and report on communications activity, using insight and data to improve performance and inform future planning.
- Provide communications advice in relation to emerging issues and reputational matters where required.

Public Engagement

- Develop clear, engaging communications tailored to a range of audiences, including members, educators, policymakers, funders, media and the wider public.
- Develop communications that increase public understanding of Global Citizenship Education and its relevance to contemporary issues.
- Communicate the impact of IDEA's work through compelling stories, evidence and case studies.
- Identify opportunities to engage new audiences through media, partnerships, campaigns and public events.
- Support the promotion of IDEA's programmes, publications, events and sector initiatives.
- Build IDEA's profile as the national network for Global Citizenship Education.

Member Communications

- Develop communications that strengthen engagement across IDEA's membership.
- Showcase members' work, innovation and impact.
- Promote collaboration, shared learning and examples of good practice across the network.
- Work with colleagues to communicate learning emerging from programmes, events and member activities.
- Ensure member communications are timely, relevant and engaging.

Policy, Research and Impact

- Work collaboratively with colleagues to communicate IDEA's policy and advocacy work in clear, accessible and engaging ways.
- Translate research, evidence and complex information for a range of audiences.
- Promote IDEA publications, resources and initiatives.
- Communicate the impact of IDEA's work and that of its members using evidence, stories and evaluation findings.
- Work with colleagues to communicate learning, evidence and insights generated through IDEA's programmes, research and sector initiatives, particularly the Code of Good Practice, and the Theory of Impact tool.
- Provide strategic communications advice on how evidence, research and programme learning can be communicated effectively to different audiences.

Digital Communications and Media

- Oversee IDEA's website and ensure content remains accurate, accessible and engaging.
- Lead digital communications across the website, email communications and social media platforms.
- Develop and maintain productive relationships with media, partners and external stakeholders.
- Use analytics and audience insights to strengthen communications performance.
- Manage relationships with external suppliers, including designers, photographers and web developers.

Leadership and Collaboration

- Line manage the a communications/events role, supporting their development and performance.
- Oversee communications planning, editorial calendars and workflows.
- Contribute to organisational planning and cross-team collaboration.
- Manage communications budgets and external suppliers where required.
- Represent IDEA at meetings, conferences, sector events and with external stakeholders as appropriate.

Person Specification

Essential

The successful candidate will demonstrate:

- At least five years' experience in a communications, public affairs, public engagement or related role.
- Proven experience developing and implementing communications strategies.
- Excellent writing, editing and storytelling skills.
- Experience communicating complex issues to a range of audiences.
- Experience managing digital communications, including websites, email communications and social media.
- Experience building productive relationships with stakeholders, partners and the media.
- Demonstrated ability to build productive working relationships across teams, organisations and sectors.
- Experience planning and delivering communications across multiple channels.
- Strong organisational and project management skills, with the ability to manage competing priorities.
- Experience managing staff and/or external suppliers.
- Excellent interpersonal, presentation and influencing skills.
- Strong judgement and the ability to identify communications opportunities, assess priorities and provide strategic advice.
- An understanding of, or strong interest in, Global Citizenship Education, international development, education or the wider not-for-profit sector.

Desirable

- Experience working in a membership organisation or network.
- Experience communicating policy, advocacy or research.
- Knowledge of the Irish civil society, education or international development sectors.
- Experience using CRM, CMS and email marketing platforms.

Terms and Benefits

- Salary of €49,522 - €55,737 per annum, depending on experience.
- A full-time, one-year fixed-term contract with the potential to become permanent, subject to funding and organisational priorities.
- IDEA's preference is to appoint on a full-time basis; however, applications from candidates seeking a four-day working week may be considered.
- A 6.5% employer contribution to a contributory pension scheme.
- 25 days annual leave, in addition to public holidays.
- Hybrid working arrangements: Typically two days per week (Tuesday and Wednesday) in the Dublin office, with additional office attendance required for meetings, events, or business needs. Subject to change.
- Opportunities for professional development.
- A supportive, collaborative and flexible working environment.
- Opportunities to contribute to the development of Ireland's national network for Global Citizenship Education.

Working at IDEA

Working at IDEA offers the opportunity to contribute to a national organisation that supports learning, collaboration and action on some of the most significant global issues of our time.

You'll join a small, committed and supportive team working with members and partners across Ireland to strengthen Global Citizenship Education and communicate its value and impact. We value collaboration, initiative and continuous learning, and encourage colleagues to bring ideas, creativity and sound judgement to their work.

If you're an experienced communications professional who enjoys working collaboratively and wants to help strengthen understanding of Global Citizenship Education in Ireland, we'd welcome your application.

IDEA's Safeguarding Policies

IDEA is committed to creating a safe and healthy environment for children/young people with whom we might work and to always ensure their safety and welfare. Child safeguarding and child protection are everyone's responsibility. All staff are expected to commit to and implement our safeguarding approach, including the policies on our website [here](#).

IDEA is an Equal Opportunities Employer

IDEA is committed to fostering an inclusive and collaborative work environment that values all identities, perspectives and experiences, and provides opportunities for learning and growth. We welcome applications from people from all backgrounds and experiences.

How to Apply

If you would like to apply for this role, please email your application to **recruitment@ideaonline.ie** with the exact subject line: **Communications role**

Your application should include:

- A current CV.
- A cover letter (maximum two pages) outlining:
 - your motivation for applying for the role;
 - your relevant experience and key achievements;
 - how your skills and experience meet the requirements of the role; and
 - how you would approach the role and contribute to IDEA's work.

Applications must be submitted as **Microsoft Word (.doc/.docx) or PDF files**.

Closing date: 9.00am (Irish time), Thursday 17 September 2026.

Applications will be assessed by a selection committee, which will include independent expertise from outside IDEA.

Applications will be reviewed as they are received. IDEA reserves the right to invite candidates to interview before the closing date; therefore, early applications are encouraged.

Appointment will be subject to the receipt of satisfactory references.

Canvassing will disqualify applicants.

Personal information submitted as part of the recruitment process will be processed in accordance with IDEA's Data Protection Policy and applicable data protection legislation.

www.ideaonline.ie