



Traveller Movement Recruitment Pack

Senior Women's Development and Outreach Worker

£35,000 - £37,000 pro rata

Fixed term contract. 4 days per week

Closing date: Friday 23rd October 2026 at 5pm



“Every journey begins with a single step. Join the Traveller Movement and help create a fairer future for all Romani (Gypsy), Roma and Irish, Scottish and Welsh Traveller people”

<https://hr.breathehr.com/v/senior-women-s-development-and-48812>



Why join the Traveller Movement?

Established in 1999, the Traveller Movement has an award-winning track record in innovative and ground-breaking work using a collective community assets-based approach for addressing ethnic Romani (Gypsy), Roma and Irish Traveller inequality, exclusion and discrimination and promoting their rights.

The Traveller Movement have developed an expertise in tackling local issues whilst shaping national policies. It has become a recognised bridge between the Romani (Gypsy), Roma and Irish Traveller sector, service providers and policy makers, stimulating debate and promoting forward-looking strategies to advance equality, civic engagement, inclusion and community cohesion.

We deliver work in a number of different areas:

- Research –mapping and collating an evidence base for change.
- Policy and lobbying –on a wide range issues to ensure inclusion.
- Campaign- for human rights, equality and justice.
- Access to Justice –casework, advocacy and support.
- Community Development –harnessing community skills to strengthen community voice, participation and self-advocacy.
- Economic Inclusion – creating and facilitating progressive career opportunities

We have a dedicated team of staff members that are passionate and committed to promoting and upholding the rights of Romani (Gypsy), Roma and Irish Traveller people through our areas of work, Operations and Administration, Partnerships and Capacity Building and Policy Campaigns and Research



About this role

As the Senior Women's Development and Advocacy Officer, you will lead the development, coordination and delivery of sensitive, trauma-informed programmes and advocacy initiatives focused on empowering women and girls. This role requires the experience, confidence and professional judgement to lead a varied and sensitive programme of work from the outset. It involves championing women's rights, coordinating empowerment programmes, building trusted partnerships and amplifying the voices of Romani (Gypsy), Roma and Irish Traveller women and girls.

The postholder will provide trauma-informed, safeguarding-aware advocacy for women experiencing, or who have experienced, domestic abuse, working within The Traveller Movement's safeguarding policies, confidentiality procedures, consent-based practice, professional boundaries, referral pathways and appropriate escalation routes. This may include practical guidance, referrals to specialist domestic abuse services, letters of support where suitable, and careful liaison with statutory and voluntary sector partners.

The role must be grounded in safety, choice, collaboration, trust, empowerment and cultural humility, recognising the impact of trauma, discrimination and systemic barriers.

The postholder will also influence policy and practice and strengthen professional networks, ensuring women's safety, dignity, autonomy, confidentiality and informed choice remain central to all work.



Key Details

Job title: Senior Women's Development and Outreach Worker

Salary: £35,000-£37,000 pro rata

Hours: 28 hours per week (4 days)

Contract length: Fixed Term Contract

Location: TM Office, London, SW4 6QX

Report to: Head of Partnerships and Advocacy

Interview date: Monday 9th November 2026, in person

Benefits include:

* 25k-28k pro rata * Immediate start * 6% pension contribution * fixed term contract * Training Opportunities * AL 25 days pro rata * Employee Assistance Programme including discounts

Key Responsibilities

Programme Development and Management:

- Lead the design, development, coordination and delivery of trauma-informed programmes that empower women and girls, with a focus on gender equality, domestic abuse, women's rights and community-led advocacy.
- Oversee the day-to-day coordination and management of these programmes, ensuring activity is planned, delivered, monitored and adapted effectively to meet intended objectives.
- Ensure that all programmes are informed by the needs, voices and lived experiences of the communities we serve, are culturally appropriate and trauma-informed, and are aligned with The Traveller Movement's mission and strategic goals.
- Monitor and evaluate programme outcomes using data, feedback and learning from delivery, working with the Head of Partnerships and Advocacy to improve impact and effectiveness.

Community Engagement:

- Conduct outreach activities to engage with Romani (Gypsy), Roma and Irish Traveller communities, raise awareness of our work and build trusted partnerships that support our objectives.
- Advise and inform service users about available services and facilities in a trauma-informed way, ensuring information is clear, accessible and shared in a manner that supports informed choice, confidence, safety and dignity.
- Support community members to develop individual and collective advocacy skills, using strengths-based and trauma-informed approaches that build confidence, choice and capacity through appropriate training and development opportunities.

Advocacy and Campaigns:

- Develop and implement advocacy strategies that promote gender equality and address systemic barriers facing Romani (Gypsy), Roma and Irish Traveller women, including domestic abuse, economic empowerment and access to appropriate services. This will include direct advocacy with the

Key Responsibilities

individual women, delivered in a way that supports informed choice, avoids retraumatisation and works within safeguarding procedures, alongside wider influencing with partners, services and policy makers.

- Represent The Traveller Movement in external forums, meetings and public campaigns, acting as a spokesperson on women's issues where appropriate.
- Collaborate with key stakeholders, including specialist VAWG services, statutory agencies, community organisations and professional networks, to promote equality, improve referral pathways, strengthen trauma-informed service responses and influence policies affecting Romani (Gypsy), Roma and Irish Traveller communities.
- Work closely with the Head of Partnerships and the Policy team to produce advocacy materials, including policy briefs, reports and campaign tools.

Networking and Partnership Building:

- Build and maintain trusted relationships with community groups, NGOs, specialist VAWG services, statutory agencies, funders and other stakeholders to support programme delivery, safe referrals, advocacy and partnership development.
- Facilitate partnerships that create opportunities for training, awareness-raising, collaborative projects and improved access to specialist support for women and girls.
- Represent The Traveller Movement at conferences, events and multi-agency forums to strengthen visibility, build partnerships and support engagement on women's empowerment and domestic abuse advocacy.
- Use a multi-agency approach to strengthen professional networks, identify relevant IDVAs and specialist services, and improve referral pathways, safe information-sharing and safeguarding escalation routes for Romani (Gypsy), Roma and Irish Traveller women.

Key Responsibilities

Resource Development:

- Lead the creation of resources, including toolkits, training materials and guidance, to support women in self-advocacy and leadership.
- Work with community members to co-produce culturally relevant, accessible and trauma-informed materials.
- Develop the capacity of women and girls to self-advocate and create opportunities for them to use these skills through the women's empowerment network, training, network events and conferences.
- Identify funding opportunities, work with the Head of Partnerships and Advocacy to draft proposals, and contribute to securing resources that develop and sustain women-focused projects and programmes.

Empowerment and Training:

- Co-design and deliver empowerment programmes that enhance women's skills in leadership, advocacy and self-expression.
- Seek out opportunities to provide advocacy, training and support to relevant networks, helping them deliver more informed, culturally appropriate and trauma-informed services for women and girls.
- Organise and facilitate workshops, webinars and events on issues relevant to women in the community.
- Recruit and manage sessional trainers to deliver specialised training sessions.

Coordination and Support:

- Provide direction and coordination, guidance and support to sessional workers, an intern and the part-time Women's Advocacy and Support Officer, helping ensure clear objectives, effective delivery and access to appropriate resources.
- Hold regular check-ins where required, using trauma-informed and reflective practice to support safe delivery, collaboration and wellbeing.
- Support effective collaboration across the women and girls workstream to help deliver agreed project outcomes.

Key Responsibilities

Management Administration:

- Work closely with the Head of Partnerships and Advocacy in preparing monitoring and evaluation reports for funders.
- Identify new income streams and opportunities to develop and grow The Traveller Movement's women and girls work programmes.

Other duties:

- Represent The Traveller Movement at conferences, events and external meetings as directed by line management.
- Contribute to funding proposals and income generation to develop and sustain this post and wider women and girls work.
- Share responsibility for the organisational management of events, including the annual conference, GRTHM and policy seminars.
- Contribute to a collaborative team culture where staff share responsibility for the successful delivery of the organisation's activities.
- Manage own administration, including accurate records, project expenditure tracking, monitoring information and reporting requirements.
- Undertake additional tasks relevant to the post, including evening and weekend work where necessary.
- Adhere to The Traveller Movement's policies and procedures, including safeguarding, confidentiality, data protection, equality, monitoring and evaluation requirements.
- Submit monthly progress reports and attend supervision or project review meetings as required



Person Specification

Criteria	Essential	Desirable
Education, qualifications and training		
Bachelor's degree, equivalent qualification, or substantial relevant professional experience.	*	
IDVA qualification or equivalent domestic abuse qualification.	*	
Enhanced DBS check at the appropriate level, subject to the responsibilities of the post.	*	
Knowledge and experience		
At least three years' relevant experience within the VAWG sector.	*	
Strong knowledge of women's rights, gender equality, health and wellbeing, and the women's sector.	*	
Significant experience of community development, programme coordination and partnership-building.	*	
Experience of providing direct, trauma-informed advocacy and practical support to women experiencing, or who have experienced, domestic abuse.	*	

Person Specification

Criteria	Essential	Desirable
Experience of indirect advocacy, including influencing services, developing professional practice, contributing to campaigns, or supporting policy change.	*	
Clear understanding of safeguarding responsibilities, professional boundaries, confidentiality, informed consent, safe information-sharing and appropriate escalation procedures.	*	
Knowledge of trauma-informed practice and the ability to apply its principles, including safety, trust, choice, collaboration, empowerment and cultural humility.	*	
Understanding of the barriers to safety, support and justice experienced by Romani (Gypsy), Roma and Irish Traveller women.	*	
Experience of working sensitively and effectively with people who may have experienced trauma, discrimination, domestic abuse or other forms of harm.	*	

Person Specification

Criteria	Criteria	Desirable
Experience of developing and managing projects, including planning activity, setting outcomes, coordinating delivery, monitoring progress and adapting work in response to evidence and feedback.	*	
Experience of building effective relationships with community members, specialist VAWG services, statutory agencies, funders and professional networks.	*	
Experience of facilitating workshops and delivering accessible, culturally appropriate and trauma-informed training.	*	
Experience of maintaining accurate and confidential service-user, programme and case-related records, including the use of appropriate databases.	*	
Experience of working within the charity or voluntary sector.		*

Person Specification

Criteria	Criteria	Desirable
Skills and abilities		
Excellent written and verbal communication skills, including the ability to communicate sensitively and clearly with service users, solicitors, police, social workers and other professionals.	*	
Excellent project management, coordination, administrative and organisational skills.	*	
Ability to work independently, take initiative and establish effective systems, relationships and delivery plans quickly.	*	
Ability to manage competing priorities, exercise sound professional judgement and remain calm when responding to sensitive or urgent matters.	*	
Ability to support women's informed choices without being directive, while recognising when safeguarding concerns require appropriate action or escalation.	*	

Person Specification

Criteria	Criteria	Desirable
Ability to maintain clear professional boundaries and handle sensitive information appropriately.	*	
Strong research, monitoring, evaluation and report-writing skills.	*	
Strong IT skills, including Microsoft Word, Outlook, Excel, PowerPoint, Teams and Zoom.	*	
Ability to work collaboratively and constructively within a small team.	*	
Commitment to equality, human rights, anti-discriminatory practice and the meaningful participation of Romani (Gypsy), Roma and Irish Traveller women.	*	
Commitment to reflective practice, staff wellbeing and continuous professional development.	*	

How to apply

Please visit insert <https://hr.breathehr.com/v/senior-women-s-development-and-48812> or scan the QR code.

You must ensure ALL documents requested are uploaded. See below;



1. Your **CV**
2. A **cover letter (max 700 words)** telling us: (a) why do you want to work at Traveller Movement? and (b) why are you the right person for this role (including clear examples of how you fit the person spec).
3. A completed **equalities form** (this is optional but will help support our equalities monitoring, and will be treated anonymously and separated from your application entirely). If you'd like an informal and strictly private conversation about the role, please email info@travellermovement.org.uk

Deadline: Friday 23rd October 2026 at 5pm

Interviews: Monday 9th November, In Person

Feedback: As a small team, we regret we are unable to provide feedback to candidates that are not selected for interview stage



Diversity & Accessibility

Diversity:

The Traveller Movement is committed to diversity in all that it does and aims to build a team representative of modern England and Wales, celebrating the differences that people bring them as a virtual resource. We welcome applications from the widest possible talent pool and we appoint on ability and merit irrespective of race, religion, age, disability (including hidden disabilities), marital/ civil partnership status, sex gender identity, or sexual orientation.

Accessibility:

Please let us know if you have any special requirements which we might need to consider in relation to the selection process (e.g attending interviews.) Any requests will not affect your application.



Our values

The Traveller Movement's values cut through everything we do, from our work trainees to our fundraising and partnerships.

The values that underpin our work, address structural inequality, the root causes and symptoms of poverty, racism and exclusion. They are based on the guiding principles of equality, human rights, social power and justice, positive action, participation and empowerment;

- We believe that discrimination is wrong
- We are opposed to racism in all its forms
- We value and promote diversity
- We believe in equality of access to services and in equality under the law
- We value and promote self-determination, believing that individuals have the right to make choices about issues affecting them
- We endorse the Declaration of Human Rights
- We value the Romani (Gypsy), Roma and Irish, Scottish and Welsh Traveller identities and cultures
- We work in partnership with ethnic Romani (Gypsy), Roma and Irish, Scottish and Welsh Travellers.

The Traveller Movement
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<https://travellermovement.org.uk/>

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