

Head of Membership & Engagement

The Employers' Initiative on Domestic Abuse is committed to equity, diversity and inclusion across our work and in how we build our team, governance and partnerships.

We are a small team that works well together but that does not mean we all work in the same way. We value and respect the different ideas and contributions from our team members, Ambassadors, volunteers, trustees and our wider network, and this applies equally to prospective team members. If you do not meet every criterion set out in the job description but believe you can bring valuable transferable skills and experience to the role, we would love you to get in touch.

About EIDA

The [Employers' Initiative on Domestic Abuse](#) (known as EIDA – we pronounce it 'eye-duh') is a charity and employer membership network that supports large and small organisations that collectively employ more than 25% of the UK workforce, to take effective action on domestic abuse.

We work in partnership with employers, people with lived experience, specialist services, government and the wider community to drive meaningful, long-term change.

This is an exciting time to join EIDA, as we approach our 10-year anniversary. Our visibility is growing across employers, government, and the wider domestic abuse sector and there is an increased focus on domestic abuse since the Government published its new [Freedom from Violence and Abuse](#) strategy and action plan, in which EIDA membership is recommended. The role presents opportunities for creativity and forward-thinking to harness the power of our employer membership and champion change.

We have five core values, which we aim to embody throughout our work, our interactions with each other and others, and in all our events and materials. They are **Collaboration, Empowerment, Versatility, Openness and Kindness**.

The role

This is a strategically important role at the heart of EIDA's future growth and sustainability. As Head of Membership & Engagement, you will shape and deliver a compelling membership and engagement strategy that strengthens our network, grows our impact, and underpins our financial sustainability. This role entails a high degree of ownership and initiative in a small team.

Working closely with the CEO, you will develop and lead relationships with our most senior employer members, including our flagship Beacon programme, ensuring these organisations are engaged, supported and empowered to maximise their impact.

You will also lead our work with our Ambassadors. Our 14 Ambassadors, each of whom has personal experience of domestic abuse, are at the heart of all our work. Your role will be to ensure their voices are meaningfully embedded in our work with employers in a way that is safe, practical and impactful.

Blending strategic and creative thinking with delivery, you will play a key role in ensuring EIDA continues to grow as a trusted organisation, progressing our vision of **every employer taking effective action on domestic abuse**.

Terms of appointment

Salary: £48,000 to £55,000, depending on experience

Contract: Permanent

Hours: Full time (37.5 hours)

Location: London, hybrid position with two office-based days in an average week

Reporting to: CEO

Direct reports: Membership Coordinator

Benefits

Flexible working arrangements

Pension with 3% employer contributions

25 days holiday + bank holidays

Two volunteering days per year

Key responsibilities

Strategy, leadership and management

- Lead EIDA's membership and engagement strategy, ensuring it drives retention, growth, impact and long-term financial sustainability
- Contribute to organisational strategy, planning and decision-making as part of the senior team
- Identify and develop opportunities to strengthen EIDA's sustainability, including income generation and partnership development
- Use data, insight and sector knowledge to inform strategic direction and continuous improvement
- Manage and support team members, fostering a collaborative, high-performing and values-driven culture

Membership engagement

- Lead EIDA's Beacon programme - building and maintaining strong relationships with EIDA's Beacon members - our most prominent advocates and funders of our work
- Seek opportunities to bring new employers into the Beacon programme
- Deliver an excellent member experience, ensuring members are supported, connected, and able to take meaningful action on domestic abuse
- Create opportunities for peer learning, collaboration, and sharing best practice across the network
- Oversee the planning and delivery of member-facing activity, including events, roundtables and engagement initiatives
- Drive membership growth, identifying opportunities to reach new employers, sectors, geographical locations, and networks
- Work closely with colleagues to ensure members receive high-quality, relevant, and engaging communications

Partnerships and external engagement

- Manage EIDA's relationships with key domestic abuse and related sector partners
- Identify and develop new partnership opportunities that enhance EIDA's impact and sustainability
- Represent EIDA externally, building credibility and influence across employers, government, partners and the wider domestic abuse sector

Lived experience engagement

- Manage EIDA's Ambassadors (people with lived experience of domestic abuse), ensuring their involvement is safe, practical, empowering and meaningfully embedded across EIDA's work
- Use insights from people with lived experience to inform and strengthen EIDA's work
- Develop the Ambassador programme to ensure the experiences of individuals in the group are diverse and reflective of EIDA's membership

Other responsibilities

- Act as designated safeguarding lead for the organisation (training will be provided)
- Embed EIDA's values and commitment to equity, diversity and inclusion across all aspects of the role
- Contribute to wider organisational priorities and projects as required

Person Specification

Relevant experience

Essential	Desirable
Proven ability to build and manage relationships with employer members, senior stakeholders and external partners	Experience working with across different sectors, including public, private and third sector
An understanding of domestic abuse including key policies and legislation	Knowledge of employer best practice in relation to domestic abuse
Experience contributing to or delivering growth, engagement or income-generating activity	Experience developing and delivering membership or engagement strategies
Experience managing multiple projects or workstreams in a dynamic environment	Experience using systems and data to manage relationships and inform decision-making
Experience line managing or developing staff	Experience managing volunteers
Experience presenting to different audiences	Experience facilitating and chairing meetings

Skills and attributes

Essential	Desirable
Strong relationship-building and stakeholder engagement skills	Experience influencing at senior or board level
Strategic thinking with the ability to translate plans into delivery	Experience leading organisational or functional strategy

Excellent interpersonal communication skills, with the ability to adapt to different audiences	
Highly organised, with strong project management and prioritisation skills	Experience managing complex programmes or multiple stakeholders
Experience representing an organisation externally	
Ability to work both strategically, operationally and flexibly within a team	
Sound judgement and emotional intelligence, particularly when working with sensitive issues	Experience working directly with lived experience groups
Calm, resilient and proactive, with a collaborative approach	
A commitment to taking effective action on domestic abuse	

Closing date and interview dates

Monday 22 June 2026, 10am.

First interviews will take place on Tues 30 June and Wed 1 July, remotely.

We will have a second stage in the recruitment process on Mon 6 and Thurs 9 July, where we will invite final candidates to meet two of our team in person, in our London offices. We will pay reasonable travel expenses.

We reserve the right to close this vacancy early if sufficient applications are received, so early applications are appreciated.

How to apply

Please send the following two things to office@eida.org.uk:

1. A covering letter (maximum 2 pages A4) or a short video (maximum 3 minutes), outlining why you think your skills equip you for this role and why you want to work at EIDA
2. Your CV setting out your job history, qualifications and experience.

For a brief discussion about the role please contact office@eida.org.uk.

Use of AI in applications and covering letters

We recognise that you may wish to use AI tools when preparing your application. If you choose to do so please bear in mind that we are interested in your experience and judgement, so please ensure that your answers clearly reflect your personal experience, skills and interests.