

Women Win Internship

Position: Intern - Equity and Inclusion in Sport (EQUIS)	Start Date: March/April 2025
Department: GRLS Brand	End Date: July/August 2025
Time commitment: Minimum 3 days per week (can be distributed across 5 working days)	Paid Stipend: €300 per month
Location: Intern is expected to work mainly CET hours (9h-18h) to connect with colleagues and collaborate with the team, but home base is flexible.	

ABOUT WOMEN WIN

Founded in 2007, [Women Win](#) (WW) is a global multi-dimensional women's fund guided by the vision of a future where every girl and woman* exercises their rights. WW collaborates with diverse partners to increase the assets, access, voice, and agency of women and girls around the world. Our work focuses on investing in and providing support for a diverse global portfolio of partners. We also aim to influence a wide range of cross-sector stakeholders and broker unusual partnerships. Women Win works to advance girls' and women's rights amidst the scarce resources currently available for feminist movements.

Our programmatic work is distributed across three "Brands" which all serve WW's overall vision, but each with their own unique mission:

- [GRLS](#): Advance the playing field that progresses gender equity in sport & through play;
- [Win-Win Strategies](#): Build bridges to advance girl's and women's economic resilience through impactful partnerships and holistic approaches.
- [Ignita](#): Resource feminist initiatives, activists and movements to drive change on their own terms by offering a safe and responsive infrastructure.

WW's work is also supported by:

- our **Finance and Operations** team which delivers outstanding back of the house services that are pivotal in driving our strategy and growth;
- our **Learn** team which drives learning, innovation and knowledge management;
- our **Influence** team which focuses on resource mobilisation, thought leadership and communications coordination across the organisation.
- our **People & Culture** team which focuses on Women Win's values and leadership ethos to create and maintain a unique and fun working environment and sustain a diverse, thriving team

ABOUT EQUIS

Do you believe sports have the power to level the playing field for girls and women? Within our GRLS work, WW provides a diverse range of technical support through the Equity and Inclusion in Sport (EQUIS) team. EQUIS focuses on providing high quality technical services related to gender equity and inclusion across the sport and sport for development sectors. More specifically, EQUIS:

- addresses equity and inclusion in sport at all levels of programmes and organisations;
- creates communities of practice and facilitates exchanges with grassroots sports and women's rights organisations;
- offers leadership development and technical support to our partners and their champions;
- provides tools, resources and capacity building to improve the quality of gender inclusive programming.

ABOUT THE INTERNSHIP

An internship within the EQUIS workstream presents a range of opportunities including, gaining experience in the sport for development sector and deepening knowledge about gender inclusion in sport. You will be working with a passionate team that is motivated to transform the sport sector to become safer, inclusive and equitable spaces for all. Together with members of the team, you will be supporting the implementation of the several key programmes like:

Proudly empowering



- **Breaking Barriers:** Since 2020, the adidas Breaking Barriers Project has worked with 15 nonprofit organisations across Europe committed to helping make sport equal through providing greater access, equity, and safety within their local communities. As of 2025, 3 of them have become Hub Leads – ambassadors and multipliers of the Breaking Barriers Project in their regions. They will undergo a Training of Trainers (ToT) program in 2025 to master BB methodologies and, starting in 2026, will implement their own BB Projects locally.
- **Gender Inclusive Learning Communities:** A capacity development programme powered by NIKE that equips and empowers sport for development organisations across Europe to become more gender inclusive, with targeted strengthening on a specific topic (e.g. gender-informed coaching, communications, safeguarding, menstruation awareness, etc). Throughout this facilitated learning journey, organisations are grouped with other groups committed to this topic, and exchange resources, best practices, and challenges with one another.

YOUR PROFILE

- You are currently studying or recently finished (in the last 6 months) in one or more of the following fields: gender studies, sports management, sport for development, international development, education or pedagogy.
- You are interested in the intersection of girls and women’s rights, sport and gender inclusion.
- You are aligned with the vision and mission of Women Win.
- You are fluent in English, additional languages are a plus.
- You are a team player and have a curious mindset and an adaptable working style
- You have good communication skills, both oral and written.
- You can take initiative and have the ability to problem solve.
- You are able to and keen to work in a fast-paced environment.
- You are a skilled facilitator and have experience with digital/virtual facilitation tools.
- You have your own equipment to work remotely (computer with working microphone, camera and good internet connection).

OUR OFFER

- A flexible and remote working arrangement that enables an optimal balance between work and personal life.
- Benefit from a positive work environment which is collaborative, solutions-oriented, and impact-driven
- Build your network within a culturally diverse and passionate organisation as well as working with a diverse range of sport for development organisations and partners globally.
- Acquire the necessary skills and knowledge for working in the field of gender equity and inclusion in sports.
- Develop technical skills in workshop facilitation and programme delivery.

HOW TO APPLY

Are you interested in helping us create collective and sustainable social change? Please complete your application via [this survey](#). Please note the survey questions ask about your previous experience and motivation for applying, you do not need to upload additional documents for your application.

Please note, there are multiple intern positions open at the same time, please only apply for one position. Applications close on **Thursday 20th March 2025 17:00 CET**.

Women Win is an equal opportunities employer and strongly committed to diversity, equity, inclusion and building a multicultural environment. We encourage applications from all suitably qualified and experienced people! Women, those identified as female and/or non-binary, and people from minority backgrounds are strongly encouraged to apply for this position.