

Women Win Internship Opportunities

Duration: October 2025 – March/April 2025	Location: Remote (CET hours required)
Time commitment: Minimum 3 days per week (flexible between Monday-Friday)	Paid Stipend: €300 per month

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.

Our work is supported by cross-cutting teams including Finance and Operations, Learn, Influence, and People & Culture.

AVAILABLE ROLES

FUNDS TEAM Team Focus: • FREE STEM Fund • FREE GROW Fund • ONSIDE Fund, and other Women Win programmes Unique to this role: • Grantmaking support and database maintenance • Data visualisation and presentation development • Event logistics for grantee convenings What makes you a good fit: • Interest in grantmaking and participatory funding • Basic data analysis/visualisation skills (Canva, Dovetail, Tableau a plus)	LEARN TEAM Unique to this role: • Clean and standardise datasets for Women Win's Funds (ONSIDE, FREE, Resilience Fund) • Review and analyse fund datasets to identify insights, trends and gaps • Develop 'tag bank' for qualitative coding on Dovetail • Support organisational and programmatic MEL (Monitoring, Evaluation and Learning) What makes you a good fit: • Educational background in international development, social sciences, communications, business administration, or similar • Interest in data cleaning and MEL work • Experience with Excel, Dovetail, Salesforce or similar tools (desirable) • Comfort with focused, detail-oriented tasks
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GRLS ACCOMPANIMENT TEAM Team Focus: • <u>adidas Breaking Barriers</u> • Nike Gender Inclusion Learning Journey • Other gender inclusion in sport programmes Unique to this role: • Content creation on gender inclusion in sport • Co-facilitate workshops with sport for development organisations • Develop and refine gender inclusion tools and resources for sport sector • Conduct desk research on best practices What makes you a good fit: • Educational background in gender studies, sport management, sport for development, education or pedagogy • Interest in sport as a tool for social change • Facilitation skills and experience with digital/virtual facilitation tools	WIN-WIN STRATEGIES ACCOMPANIMENT TEAM Team Focus: • <u>Resilience Fund</u> • <u>Building Bridges</u> • <u>Gender Responsive Due Diligence, Corporate Engagement</u> Unique to this role: • Support Learning Hub activities for Resilience Fund (preparing sessions, invitations, materials) • Qualitative data analysis using Dovetail and translate learnings into communications What makes you a good fit: • Educational background in international development, social sciences, communications, or business administration • Interest in corporate partnerships and women's economic empowerment
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COMMON RESPONSIBILITIES (ALL POSITIONS)

All interns will provide support across these areas, tailored to their specific team:

- Administrative support: scheduling meetings, preparing agendas, taking notes, and follow-up
- Research and information gathering for team projects and decision-making
- File management and data organisation
- Content preparation and communications support
- Meeting and event logistics coordination

YOUR PROFILE (ALL POSITIONS)

- Currently studying or recent graduate (within 6 months) in relevant field
- Strong organisational skills and attention to detail
- Excellent written and verbal communication skills
- Proficiency in Microsoft Office Suite and Google Workspace
- Ability to work independently and as part of a team
- Cultural sensitivity and awareness of social justice issues
- Genuine interest in nonprofit work and the work of Women Win
- Own equipment for remote work (computer with microphone, camera, and reliable internet)

OUR OFFER

- Enjoy a flexible remote working arrangement that enables work-life balance
- Learn from a collaborative, impact-driven environment that is solutions-oriented
- Join a diverse, passionate team committed to gender justice.
- Gain work experience and deepen your understanding of the NGO sector

ABOUT US

We value not only what you know, but how you show up – with curiosity, authenticity, and care. While we all bring different strengths, our team members tend to share traits such as:

- **Collaborative**, able to coordinate across teams and build relationships based on trust and shared goals.
- **Authentic & Adaptable**, bringing your authentic self and willing to learn from change and navigate ambiguity with a flexible mindset.
- **Curious and reflective**, always learning and listening – especially to voices often overlooked.

- **Creative and critical thinkers**, comfortable to challenge assumptions and explore new approaches.
- **Purpose Driven & Accountable**, taking ownership & initiative, and delivering with a focus on meaningful impact.
- **Fun & Play**, bring energy, joy, and imagination into the work – using play to unlock creativity, connection, and resilience

HOW TO APPLY

Please note, there are multiple intern positions open at the same time, please only apply for one position indicating which position clearly in your cover letter. Please following the instructions to apply [here](#) via Idealist.

Applications close on **Monday 13th October 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.