



Role Profile: Community Development Manager

Organisation: Sanctuary Runners

Location: Ireland

Reports to: Development Team Lead

Employment Type: Full-time (35 hours per week)

Note: We are open to discussing alternative working arrangements, such as 4.5 days or a 4 days per week, with the successful candidate.

Contract Duration: 12-month fixed-term contract, 6-month probationary period

About Sanctuary Runners

Sanctuary Runners is an innovative, award-winning, solidarity-through-sport organisation which uses running, jogging, walking and other sporting activities to bring everyone in the community together - including migrants and especially those seeking international protection and refugee status.

Founded in Cork in 2018, Sanctuary Runners has grown to 40+ groups nationwide, supporting a community-led approach to integration around Ireland. We are currently expanding internationally too, bringing our model to Britain and beyond. A small staff team develops and supports the network of Sanctuary Runners groups. The impact of this

award-winning organisation is far-reaching and our model allows communities to get to know each other and improves physical and mental health. As a community-based group that focuses on positive action, we operate under the principles of solidarity, friendship and respect. We do not aim to be the fastest running team in the world... but definitely the friendliest!

President Michael D. Higgins recently became our Patron, recognising the powerful impact of our work.

Our Vision

A more inclusive, integrated, and equal society that values and understands the benefits of multiculturalism and community integration.

Our Mission

To build bridges between communities, locally and globally, through sport. We create opportunities for asylum seekers, refugees, migrants, and local residents to come together, fostering friendships, mutual understanding, and respect.



The Role: Community Development Manager

As a Community Development Manager, you'll be the heartbeat of Sanctuary Runners in your area. You'll support and empower local groups, grow our presence, and help ensure the success of our mission in your region. You'll work closely with the Sanctuary Runners Development team, volunteers, community leaders, and partner organisations.

The location of this role is flexible for the ideal candidate, but travel within the region will be required. Weekend and evening work will be a part of the role.

About You

You are:

- Energetic, positive, creative and outgoing – comfortable working with different groups and communities.
 - Good at getting things done – you can open doors and you follow through on commitments.
 - Deeply aligned with Sanctuary Runners values and mission.
 - A natural connector with strong communication and relationship-building skills.
 - Empathetic, motivated, and able to work independently and collaboratively.
 - A creative problem-solver, open to new approaches and community-based solutions.
 - Passionate about community development, inclusion, and the power of sport to create change.
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Key Responsibilities

Volunteer & Group Support

- Support local Sanctuary Runner groups and volunteer leads across your region.
- Establish new and sustainable groups where appropriate to help support community integration.
- Strengthen collaboration between regional groups through events and shared initiatives.
- Provide reporting and insight to management and the Board on the health and development of groups in your region.
- Help recruit participants from local communities, including those in Direct Provision and migrant communities.
- Provide guidance and resources (e.g., promo materials, gear, budgets, training).

- Collaborate on developing resources and identifying support needs.
- Identify opportunities for new group formation based on local needs and insights.
- Assist in identifying local funding and fundraising opportunities.

Communications

- Act as a storyteller and ambassador—highlighting the positive impact of integration in your region.
- Provide local/regional content for social media and newsletters.
- Support Sanctuary Runners communications team in promoting our activities
- Represent Sanctuary Runners at regional events and meetings.

Partnerships & Events

- Build and maintain partnerships with local organisations to strengthen community impact.
- Collaborate with partners such as Athletics Ireland, parkrun, Local Sports Partnerships, migrant support groups, and others.
- Support or organise local races, events, and initiatives.
- Contribute to national events and collaborative projects with other Sanctuary Runner regions.

General

- Participate fully in the broader Sanctuary Runners mission and organisation.
 - Share learnings and best practices across regions.
 - Support the team in meeting its financial obligations by keeping appropriate records.
 - Contribute to projects and support other relevant duties as needed by the organisation.
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Skills & Experience

We welcome applications from individuals with a variety of backgrounds. Even if you don't tick all the boxes, we encourage you to apply if the role aligns with your values and aspirations and you feel you have the positive energy to bring to it.

Desirable:

- 3–5 years' experience in community development, engagement, or sports-based initiatives.
- Relevant third-level qualification.
- An interest in athletics – particularly how walking, jogging, or running can build community.
- Understanding of Ireland's International Protection system and related challenges. Lived experience is welcome with regard to this.
- Strong verbal and written communication skills.
- Experience facilitating groups and working with diverse communities.
- Confidence handling sensitive information and situations with care.
- A full, clean driving licence and access to your own car.
- Legal eligibility to work in Ireland.
- Proficiency in basic IT tools (e.g., MS Word, Excel, Canva, PowerPoint).

Terms and Benefits

- Salary €45,000
- Employer pension contribution.
- Full-time position, remote working.
- Evening and weekend work will be required, depending on events and operational needs (with time off in lieu).

- Flexible working options available.
 - Initially a 12 month contract with the potential to extend.
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How to Apply

To apply, please send your CV and a cover letter to recruitment@sanctuaryrunners.ie

All queries and applications will be treated confidentially.

We are an equal opportunities employer. We believe that diversity is a strength in the workplace. We welcome applications from suitably qualified candidates, irrespective of gender, disability, marital or parental status, racial, ethnic or social origin, colour, belief, religion or sexual orientation.

More information about Sanctuary Runners can be found at www.sanctuaryrunners.ie