



FEMALE¹ COMMUNITY IDVA (Independent Domestic Violence Advisor)

It is essential that the post holder has the following:

DESIRABLE SKILLS & EXPERIENCE:

- Experience of providing emotional and practical support to individual clients
- Experience of working in a multi-agency setting with a willingness for partnership working.
- Experience of engaging with clients through assertive outreach.
- Experience of liaising with social services, health agencies, housing providers and voluntary organisations.
- Highly skilled at engaging and assessing service user's needs.
- Ability to manage crisis situations calmly and positively. Excellent advisory, guidance, negotiation and persuasive skills to influence best outcomes
- Experience in developing trusting relationships with this client group and interpreting assessments in order to support a safety plan.
- Creatively involving clients to lead the direction of their support and futures and set realistic goals.
- Computer literacy skills and experience of working with databases and report writing.

DESIRABLE KNOWLEDGE:

- Comprehensive understanding of risk, needs and how they are related.
- A solid grasp of the principles of risk assessment, risk management and safety planning in relation to victims of domestic abuse
- Knowledge and awareness of Child protection / safeguarding issues and the legal responsibilities associated with this.
- An understanding of the remits and resources of relevant statutory bodies and voluntary agencies.
- An understanding of complex needs and interconnection with domestic abuse

DESIRABLE BEHAVIOURS & PERSONAL ATTRIBUTES:

- Excellent communication skills (both written and oral)
- A demonstrable commitment to improving responses to domestic abuse across all agencies working in the sector.
- A non-judgemental and non-directive approach to empowering clients along with the ability to understand each individual's needs.
- The ability to think creatively, show initiative and be proactive when managing your caseload and interacting with your clients and the agencies you are working with.
- Capacity to manage raw emotions including anxiety, conflict, challenge and trauma.
- An understanding of, and commitment to, equal opportunities and diversity issues in policy and practice.

¹ Open to Female applicants only, as a Genuine Occupational Requirement In accordance with schedule 9 (Part 1) of the Equality Act 2010

Person Specification

- Ability to work effectively both independently and as part of a team.
- A willingness to critically assess your own performance and reflect on your own practice.
- A commitment to your own personal development and the development of others.
- Ability to travel locally, and occasionally nationally.

DBS Disclosure at Enhanced level will be required prior to any offer of employment. This post is exempt from the Rehabilitation of Offenders Act 1974.