



Person Specification: Male IDVA

Experience	1. Prior completion of a Safelives IDVA training certificate would be beneficial. However, applications from those with a relevant degree, demonstrable equivalent experience, a vocational qualification, or a willingness to undertake relevant study will be welcomed.	D	A
	2. Minimum of 2 years' experience, of working with people experiencing Domestic Abuse or supporting people in a front-line service.	E	AI
	3. Experience of working within a multi-agency and legislative framework.	E	AI
	4. Experience and understanding of safeguarding procedures in relation to children and vulnerable adults.	E	AI
	5. Experience of risk assessment, safety planning and developing support plans in partnership with service users.	E	AI
Skills & Knowledge	1. Working knowledge of legislation relevant to men and children including criminal and civil remedies, housing legislation, welfare benefits and immigration legislation	D	AI
	2. Knowledge of issues and barriers experienced by some men experiencing domestic violence and abuse; including gay, bisexual and trans men, disabled men, familial abuse and men from BAME communities.	E	AI
	3. Have excellent communication, negotiation and advisory skills, both written and verbal when interacting with a range of agencies and individuals.	E	AI
	4. Have strong crisis management skills and the ability to deal with stressful and difficult situations.	E	AI
	5. Working knowledge of using IT: the Microsoft Office Suite, websites and key social media platforms	E	A
	6. Effective problem solving and decision making skills.	D	AI
	7. Show initiative and be proactive when managing your case load and interacting with your clients and agencies you're working with.	D	AI
	8. Working knowledge of data protection legislation, confidentiality and information sharing policy and procedures and all legislation connected to your work.	E	AI
	9. Knowledge and understanding of both MARAC and the local pathways.	D	A
Qualifications & Training	1. Completion of Safelives IDVA training	D	A
	2. Relevant domestic violence training following the power and control theory, for example, Equation's Understanding and Responding to Domestic Violence and Abuse and Challenging Domestic Violence	D	A
		D	A



	3. Safeguarding Children and Adults training		
Personal Qualities & Attributes that align with Equation Values	1. Positivity: Enthusiasm, self-motivation and a self-managing 'can do' attitude. A determination and willingness to take on new challenges and responsibilities	E	A I
	2. Passion: Willing to challenge stereotyping, prejudice, discrimination and bias and work towards ending domestic abuse, sexual violence and gender inequality.	E	A I
	3. Rigor: Committed to ensuring best practice, taking an evidence based and considered approach.	E	AI
	4. Collaboration: Effective team player and willingness to work as part of the Equation team and with other partners.	E	A I
	5. Compassion: A commitment to ending violence within relationships and prioritising the safety of survivors, their children and the whole community.	E	
Other Requirements	1. Happy and able to travel across Nottinghamshire and sometimes further a field	E	A
	2. Willing to carry out any additional work, challenges and responsibilities relevant to the role	E	A
	3. May include some evening and weekend work as required by the service	E	A

(E = Essential / D = Desirable / A = Application / I = Interview)