**Person Specification: Male IDVA**

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| **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. 2. Minimum of 2 years' experience, of working with people experiencing Domestic Abuse or supporting people in a front-line service. 3. Experience of working within a multi-agency and legislative framework. 4. Experience and understanding of safeguarding procedures in relation to children and vulnerable adults. 5. Experience of risk assessment, safety planning and developing support plans in partnership with service users. | D  E  E  E  E | A  AI  AI  AI  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 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. 3. Have excellent communication, negotiation and advisory skills, both written and verbal when interacting with a range of agencies and individuals. 4. Have strong crisis management skills and the ability to deal with stressful and difficult situations. 5. Working knowledge of using IT: the Microsoft Office Suite, websites and key social media platforms 6. Effective problem solving and decision making skills. 7. Show initiative and be proactive when managing your case load and interacting with your clients and agencies you’re working with. 8. Working knowledge of data protection legislation, confidentiality and information sharing policy and procedures and all legislation connected to your work. 9. Knowledge and understanding of both MARAC and the local pathways. | D  E  E  E  E  D  D  E  D | AI  AI  AI  AI  A  AI  AI  AI  A |
| **Qualifications & Training** | 1. Completion of Safelives IDVA training 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 3. Safeguarding Children and Adults training | D  D  D | A  A  A |
| **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 2. **Passion:** Willing to challenge stereotyping, prejudice, discrimination and bias and work towards ending domestic abuse, sexual violence and gender inequality. 3. **Rigor:** Committed to ensuring best practice, taking an evidence based and considered approach. 4. **Collaboration:** Effective team player and willingness to work as part of the Equation team and with other partners. 5. **Compassion:** A commitment to ending violence within relationships and prioritising the safety of survivors, their children and the whole community. | E      E      E    E    E | A I     A I      AI    AI    A I |
| **Other Requirements** | 1. Happy and able to travel across Nottinghamshire and sometimes further a field 2. Willing to carry out any additional work, challenges and responsibilities relevant to the role 3. May include some evening and weekend work as required by the service | E  E  E | A  A  A |

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