**Person Specification**

**Intervention Worker - Your Choice Project**

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| **Knowledge and Experience** | * An understanding of the nature of domestic violence and abuse and its effects on survivors * An understanding of why some people use abusive behaviours in relationships and the range of models used in addressing this behaviour * Experience of providing one-to-one counselling or group work * Experience of co-facilitating groups * Experience and understanding of safeguarding procedures in relation to children and vulnerable adults. * Knowledge and understanding of local referral pathways, including MASH and MARAC * Experience of liaising with social workers and other professionals from a range of statutory and voluntary agencies * An understanding of risk factors in relation to perpetrators of domestic violence and abuse * An understanding of domestic violence and abuse in the context of men towards female partners, women towards male partners, domestic violence/abuse in same sex relationships, between family members, young people’s violence towards parents and so called honour based violence. * Understanding of the criminal justice system * Understanding of civil/family court proceedings * Experience of working with people on the issues of violence and abuse towards partners and ex partners * Experience of working with people in a mental health and/ or substance misuse setting * A minimum of one years’ experience of supporting or working in a frontline service | E  D  D  D  D  D  D  D  D  D  D  D  D  D | AI  AI  AI  AI  AI  AI  AI  AI  AI  AI  AI  AI  AI  AI |
| **Qualifications & Training** | * Level 4 or equivalent qualification (or alternatively significant relevant experience) * A relevant professional qualification in Social Work, Youth & Community Work, Counselling, Criminology or Teaching * Domestic violence and abuse training following the power and control theory, for example, Equation’s Understanding and Responding to Domestic Violence and Abuse and Challenging Domestic Violence * Safeguarding Children and Adults training | D  D  D  D | A  A  A  A |
| **Skills & Abilities** | * Ability to communicate with and provide information to a range of service users and partners verbally both face to face and over the phone, and in written form * Working knowledge of using IT: including for the collation of monitoring and evaluation and for case recording; this should include the Microsoft Office Suite * Competent user of Outlook, SharePoint and the Internet * Ability to operate with a high degree of confidentiality * Experience in using case management systems such as Oasis or similar * Ability to work to tight deadlines and to take responsibility for meeting agreed targets * Ability to work on own initiative, to be proactive and take responsibility for workload * Ability to work independently and as part of a team towards a common objective * Commitment to continuing professional development * Willingness to work flexibly, as and when required * Ability to manage own administration and to maintain effective administrative systems. * Demonstrate an understanding of and a commitment to work in accordance with Equation’s Confidentiality and Equal Opportunities Policies * Demonstrate an understanding of and commitment to work in accordance with the objectives and principles of the Respect Service Standard * Demonstrate a willingness to work within an organisation which works both with perpetrators of and with victims who have experienced domestic violence and abuse * Demonstrate an understanding and willingness to deliver the service in collaboration with other agencies. * Excellent influencing skills * Diplomacy and strong negotiation skills * Motivated and enthusiastic * Ability to recognise discrimination, in its various forms, and to take appropriate action | E  D  E  E  D  E  E  E  E  E  E  E  E  E  E  E  E  E  E | AI  AI  AI  AI  AI  AI  AI  AI  AI  AI  AI  AI  AI  AI  AI  AI  AI  AI  AI |
| **Personal Qualities & Attributes** | * **Positivity**: Enthusiasm, self-motivation and a self-managing ‘can do’ attitude. A determination and willingness to take on new challenges and responsibilities * **Passion:** Willing to challenge stereotyping, prejudice, discrimination and bias and work towards ending domestic abuse, sexual violence and gender inequality. * **Rigor:** Committed to ensuring best practice, taking an evidence based and considered approach whilst also enjoying using own initiative and being creative to challenge domestic abuse, sexual violence and gender inequality. * **Collaboration:** Effective team player and willingness to work as part of the Equation team and with other partners. * **Compassion:** A commitment to ending violence within relationships and prioritising the safety of survivors, their children and the whole community. * **Equality, Diversity & Inclusion:** A commitment toproviding services that are inclusive, where Service Users feel safe and accepted, and the ability to support everyone depending on their needs. | E  E  E  E  E  E | AI  AI  AI  AI  AI  AI |
| **Other Requirements** | * Willingness and ability to work flexibly including some evenings * Willingness and ability to travel to venues to deliver perpetrator intervention sessions including to/from Hucknall, Nottinghamshire * Happy and willing to take on additional duties to meet service demands and needs as may be required | E  E  E | AI  AI  AI |

E= Essential D= Desirable A=Application Form I = Interview