**Person Specification**

**Full Time 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
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| **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
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| **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
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| **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.
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| **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
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E= Essential D= Desirable A=Application Form I = Interview