



Multi-agency Lead (Scotland)

Reports to	Head of SafeLives Scotland
Contract	Maternity Cover
Salary	£34,232 (plus London Weighting of £3,000 if applicable)
Hours	Part Time (flexible working considered).
Location	Remote, with some travel to other locations around the UK.
Benefits	A generous package including 25 days holiday a year, 365 access to Employee Assistance Programme, employee pension scheme with 4% employer contribution, childcare voucher scheme, Cycle2Work scheme, flexible working

About SafeLives

We are SafeLives, the UK-wide charity dedicated to ending domestic abuse, for everyone and for good.

We work with organisations across the UK to transform the response to domestic abuse. We want what you would want for your best friend. We listen to survivors, putting their voices at the heart of our thinking. We look at the whole picture for each individual and family to get the right help at the right time to make families everywhere safe and well. And we challenge perpetrators to change, asking 'why doesn't he stop?' rather than 'why doesn't she leave?'. This applies whatever the gender of the victim or perpetrator and whatever the nature of their relationship.

Last year alone, nearly 13,500 professionals received our training. Over 70,000 adults at risk of serious harm or murder and more than 85,000 children received support through dedicated multi-agency support designed by us and delivered with partners. In the last four years, over 2,000 perpetrators have been challenged and supported to change by interventions we created with partners, and that's just the start.

Together we can end domestic abuse. Forever. For everyone.

Role summary

Your role is to deepen multi-agency capability, consistency and capacity across Scotland, contributing to the following core objectives:

- Improvement of multi-agency practice.
- Amplifying the impact of optimal multi-agency, risk-led approaches.
- Ensuring multi-agency systems are survivor-centred and accessible to all.

You will increase consistency of Marac operation across Scotland by sharing best practice with a network of Marac professionals, partners and stakeholders. You will guide activity to open up the multi-agency pathway for the highest risk women in Scotland, and support creation of an effective collaborative response based around a common understanding of risk and informed by survivors' authentic voice.



Ending domestic abuse

The aim of this work is to promote coordinated ways of working that support women to be safer, sooner. This role contributes to Equally Safe Priority 3 and is linked to a broader set of work across the VAWG sector in Scotland that seeks to galvanise whole system improvement for those experiencing domestic abuse. The role is also closely aligned to SafeLives' Whole Picture Strategy.

Key duties and responsibilities

You will be responsible for leading multi-agency activity, including those associated with the 'Safer, Sooner' programme of work. This entails maintaining established Marac development activity, such as leading stakeholder engagement, facilitating Marac forums, managing the Marac Helpdesk, coordinating training and events, observing and sharing best practice between Maracs and maintaining a library of Scottish resources.

Alongside Research, Evaluation and Analysis (REA) colleagues, you will gather and share robust data and evidence. You will work alongside our Engagement Lead and Authentic Voice Panel, and with other specialist partners to hear and share the voices of survivors regarding their experiences of multi-agency processes, in line with SafeLives' AV strategy. You will consult with and amplify practitioner voice and experience, through your role in convening the Scottish Marac Chair and Coordinator Forums, as well as via involvement with networks such as Safe At Home in Scotland, to ensure good practice is heard, shared and promoted at national level.

You will use data and voice to champion and innovate best practice for a coordinated domestic abuse response, by promoting and creating relevant standards, and high-quality tools and resources. You will work alongside Training and Ops colleagues, as well as associates, to deliver, support and shape training and learning approaches for multi-agency work.

You will play a key role in liaising with Scottish Government, Improvement Service, Cosla, Police Scotland and other key partners, and take an active role in the Marac Advisory Group, VAWG Network, DA Forum, and other key mechanisms to shape and influence national multi-agency approaches and to help deliver Equally Safe.

You will be responsible for reporting back to funders on activity and will support the Head of SafeLives Scotland to ensure that projects are delivered on time, within budget and to an excellent standard. You will support with activity to pursue arising opportunities relevant to our strategic intent and undertake any other duties as may be reasonably required.

As an active member of the Scottish team you will work with others across the whole organisation (including associates, AV panel, Pioneers and Scottish Advisory Group), to support and contribute to a shared vision to end domestic abuse and make it 'everybody's business'.

Person specification

Experience:



Ending domestic abuse

- Attending Marac as a Representative or Chair, with a good working knowledge of the delivery of a multi-agency response to domestic abuse, including Marac, Matak, and other multi-agency approaches.
- Working with victims of domestic abuse.
- Knowledge of the Scottish VAWG sector and associated policy.
- Public protection experience would be an advantage.
- Developing and maintaining effective relationships with a wide range of stakeholders at local and national level and in both strategic and operational contexts.
- Using a range of communication tools and personal approach to influence practice and policy e.g. producing excellent written reports, conveying data and expert information through meetings, workshops and seminars (face-to-face and online).
- Researching, designing and delivering high quality training and practice materials.

Knowledge and Understanding:

- A sound understanding of the gendered analysis of domestic abuse.
- In-depth knowledge of a risk-led approach to domestic abuse, and the Marac process and principles.
- An understanding of local and national governance structures, and policy (Equally Safe) as it relates to domestic abuse and Maracs.
- An understanding of public protection arrangements, the provision of policing, child protection, health and social care, and of multi-agency/partnership working in Scotland.

Skills:

- Ability to lead and facilitate discussions to achieve a positive outcome.
- Excellent networking skills and the ability to develop strong working relationships with senior stakeholders and operational practitioners alike.
- Good relationship management with regard to multi-agency work which requires acute political sensitivity.
- Ability to identify and disseminate best practice from local or national application and incorporate them into tools and resources for external audiences.
- Able to deliver and provide advice/information that motivates end users to implement and deliver change.
- Project management, including reporting on key operational and financial deliverables.
- Able to use relevant technology, including digital tools for communication with a geographically dispersed team and sector.
- Ability and willingness to work independently, travel as required, manage own time and prioritise effectively whilst also working as part of a team.

Competencies

Communication and Relationship Management

- Communicate professionally internally and externally.
- Take time to build and maintain contacts and partners.
- Speak and write in a clear and logical fashion.

Team work and Collaboration



Ending domestic abuse

- Understand the benefits of team work and contribute willingly.
- Understand the impact of your approach on others and adapt where appropriate.
- Show flexibility and work with collective decisions.

Organisation awareness

- Demonstrate an understanding of the VAWG sector and how this relates to service delivery.
- Understand the links between governance, policy and practice, both internally and externally.
- Work effectively across teams.

Self-management

- Are solution rather than problem focussed.
- Take responsibility for own workload.
- Evaluate own performance and seeks to improve it.

Decision making and professional judgement

- Have confidence in your own ability to make decisions.
- Understand decision making rights within the role and applies this consistently.

Equality and Inclusion

SafeLives is committed to providing equal opportunities for all, irrespective of age, disability, race, sex, religion/belief, sexuality, gender identity, marital/civil partnership, pregnancy/maternity and working patterns. We are keen to have staff that appropriately represent all the communities we serve as an organisation.

Lived Experience

We believe there is no 'them and us' in domestic abuse and recognise that applicants may have direct or indirect experience of their own, whether disclosed or not. We are committed to placing lived experience at the heart of all we do, and colleagues who chose to share their personal expertise can do so openly and with organisational support. If there is any discussion during the recruitment process regarding a candidate's personal experience of domestic abuse, it will be treated confidentially and will not be shared outside of the interview panel/Human Resources.