

Multi-agency Lead (Scotland)

Reports to	Head of Scotland
Hours	37.5 hours per week
Salary	£35,259 - £36,500
Contract	Fixed term until December 2023 (maternity cover)
Location	Remote working – but will need to be based in Scotland (with regular travel across Scotland and occasionally the rest of the UK)
Benefits	A generous package including 25 days holiday a year and public holidays, employee pension scheme with 4% employer contribution, Cycle2Workwork scheme, 365 days a year Employee Assistance Programme

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 those at the highest risk of domestic abuse in Scotland, and support creation of an effective collaborative response based around a common understanding of risk and informed by survivors' authentic voice.

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, our Authentic Voice (AV) Strategy, and our 'everybody's business' messaging.

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 leading our Safer Sooner practitioner network, 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:

- 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, Matac, 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, Marac and wider multi-agency systems.
- 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.

Key Competencies

Delivering quality

- Achieves objectives ensuring work is delivered to deadline, to a high standard and to budget
- Takes responsibility for own workload, acts on own initiative, seeks feedback from others, evaluates own performance and then acts upon it
- Tries out new ideas and ways of working and identifies and shares learning

Relationship management and communication

- Builds and maintains good relationships with a range of internal and external stakeholders
- Speaks and writes clearly and effectively and in a timely manner to both internal and external audiences
- Tailors communication to suit the audience

Teamwork and collaboration

- Works effectively as part of a team to deliver shared objectives and to build team spirit
- Supports colleagues in demanding situations, recognises the importance of well-being in self and others, accepts help and support from other team members
- Listens to the views of others

Influence

- Inspires confidence and trust in others – demonstrating high standards of integrity, honesty and fairness
- Is committed to empowering others to be the best that they can and actively engages the knowledge, ideas and contributions of others
- Is visible and approachable, taking time to talk to colleagues and support with queries

Goal orientation

- Demonstrates an understanding of how their own role contributes to achieving organisational and programme goals
- Is responsive to change which helps achieve goals
- Manages own and others performance to ensure timely deliverables to the required standard and clear accountability
- Pursues tasks/goals with energy, drive and need for completion

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.