



Ending domestic abuse

Head of SafeLives Scotland

Role: Head of SafeLives Scotland

Reports to: Director of External Relations

Hours: 37.5 hours per week

Salary: Band H, range £47,012 – £52,000

Contract: Permanent

Location: Scotland (home based, with occasional travel across UK)

Benefits: A generous package including 25 days holiday per year plus public holidays, employee pension scheme with 4% employer contribution, Cycle2Workwork scheme, access to 24/7 Employee Assistance Programme (EAP).

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, 14,000 professionals received our training. Over 80,000 adults at risk of serious harm or murder and more than 100,000 children received support through dedicated multi-agency support designed by us and delivered with partners. In the last six years, over 4,000 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

You will drive the strategic development of all our work in Scotland, delivering our Whole Picture strategy and our whole family approach to keeping families safe sooner.

You will lead the Scotland team, drawing on our data, practice and survivor voice to define our strategy in Scotland, set our policy messages, design our services, deliver our training, and influence stakeholders to bring about positive change. You'll also work closely with all SafeLives teams, playing a key part in sharing learning from across the UK where relevant.

You'll have strong strategic leadership skills combined with a clear practice focus, and an excellent understanding of the specific needs of Scotland in terms of the work of SafeLives, including a strong grasp of the Scottish Government's VAWG strategy and other relevant policy areas, including Equally Safe.

You will ensure the delivery of four key workstreams in Scotland, covering our professional training offer, the development of effective multi-agency working in Scotland, the accreditation of services and professional standards, and ensuring the authentic voice of survivors of domestic abuse play a key role in our work. And you will continue to develop our reach and impact, identifying opportunities beyond our existing funded programmes and initiatives.

Our credibility in Scotland depends on a sensitive and confident approach, excellent standards and meaningful, trusted relationships with a wide range of organisations and partners, including the Scottish Government, COSLA, Improvement Service, ASSIST and Police Scotland.

Key duties and responsibilities

Lead the strategic development of SafeLives work in Scotland, building on the successes to date and creating a sustainable programme to deliver our organisational strategy to end domestic abuse.

Lead the SafeLives Scotland team, including directly managing a Scotland-based team with a diverse skill set, matrix managing colleagues from other teams who support our work, and overseeing the management of associates, our Authentic Voice Panel of survivors and our external network of practitioners. Develop and engage with the SafeLives' Scottish Advisory Group, alongside SafeLives' CEO.

Drive the definition and planning of all Scottish work and ensuring clear and common understanding of outputs, outcomes and approaches, for staff members, associates and survivors. Empower and support each team member to grow and take ownership of their own work, celebrating them and uniting them in our common goal to end domestic abuse.

Manage a complex budget with a mix of income generation and grant awards, covering a range of individual projects and workstreams. And support income generation through our training and practice activity, and work with the Fundraising team to identify and develop new funding opportunities to end domestic abuse and improve the response.

Ensure the delivery and future development of all our training services, including Idaa accredited, bespoke, e-learning and corporate training, securing income targets as set each year.

Ensure the authentic voice of those with lived experience of abuse is at the heart of everything that we do. Oversee and further develop our authentic tools/model/voice for Scotland, sharing learning and networks with colleagues in England and Wales, in line with our UK wide AV strategy, whilst maintaining a distinctive and appropriate Scottish voice.

Contribute actively to UK-wide research and practice development, through our Safer, Sooner multi-agency work and beyond, bringing a Scottish perspective to Heads Together and SafeLives operational management structures across all strategic priorities.

Listen to, and amplify, the voices of practitioners in Scotland, through mechanisms like the Safer Sooner DA network, to feed a wide perspective to local and national Government, and other change-makers across a variety of policy areas. Sit on governmental and other strategic working groups as required, for example, the Domestic Homicide Review Taskforce.

Develop our external relations in Scotland, bringing a dynamic vision to life, leading engagement with key stakeholders across public, voluntary and commercial sector, building new partnerships to secure our influencing goals, building our reputation as the go-to organisation for domestic abuse training, accreditation and research in Scotland, and representing SafeLives at key stakeholder events, forums and in the media.

Work with the project management team to ensure that all projects are delivered on time and to budget, as well as assure quality to an excellent standard.

Act as a reflective and supportive member of our Operational Management Team to create a 'one SafeLives' approach to our work. In conjunction with the Senior Leadership Team, identify clear and measurable objectives and KPIs across all areas of activity which demonstrate benefits for profile and impact. Ensure that evaluation of our work in Scotland activity is carried out regularly.

Maintain an accurate and secure audit trail of all relevant communication and ensure that all work is compliant with data protection law.

Engage in a constructive and effective way with all survivors of abuse, through calls to the office, Pioneer interaction, colleagues and any other interaction we have in our day to day work.

Undertake any other duties as may reasonably be required.

Person specification

Experience E = essential, D = desirable:

- Understanding of the DA practice needs and experience of Scottish specialist and statutory services E
- Understanding of how research and analysis can be used to drive improvements in practice E
- Understanding of how survivor voice can be used to create and improve responses to DA E
- Knowledge and understanding of Scottish and UK social policy, specifically domestic abuse and public protection policy E
- Experience of developing strategy D
- Experience of developing fundraising proposals and bids D
- Developing and maintaining strong relationships internally and externally, both strategically and operationally E
- Line management and team development E
- Experience of managing multiple projects and programmes D
- Experience of managing budgets E

Skills E = essential, D = desirable:

- Strong leadership skills and ability to bring strategic vision to life E
- Excellent speaking, presentation and influencing skills E
- Excellent attention to detail and good organisational skills, able to use project and programme management tools when appropriate E
- Managing and developing people E
- Excellent stakeholder management skills – able to negotiate relationships, build trust and promote positive collaboration, confidence in negotiating and in managing conflict E
- Personal commitment to equity, equality, diversity and inclusion E
- A commitment to help end domestic abuse E

Competencies

Leadership, organisational and strategic awareness

- Inspires trust and confidence in others

- Commitment to SafeLives' values – Brave, Rigorous and Human - underpins all actions and decisions
- Demonstrates an understanding of how your own role contributes to achieving SafeLives' goals
- Is responsive to change which helps achieve goals
- Pursues tasks/goals with energy, drive and need for completion

Teamwork & collaboration

- Works collaboratively to add value, fostering an inclusive working environment so that others can contribute effectively
- 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 and shows flexibility in working with collective decisions

People management and decision making

- Ability to lead and manage effective teams and create an inventive, responsible and generous team culture
- Strong focus on quality, performance and impact
- Coaches staff to reach their full potential
- Makes effective decisions on a timely basis
- Judgement and problem solving is based on identifying outcomes and victim focus

Communications and relationship management

- Communicates with energy and direction, presenting messages effectively and clearly
- Ability to build strong and effective relationships with key internal and external stakeholders
- Promote and contribute to cross team working
- Speaks and writes clearly and effectively and in a timely manner, tailoring communication to suit the audience
- Maintains confidentiality

Delivering quality

- Self-starter with the ability to use initiative and judgement to identify problems and propose solutions
- Excellent organisational skills including the ability to manage multiple projects and meet tight deadlines with a resilient and flexible approach
- 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
- Confident in the use of data, including financial data, to make effective decisions and as the basis of professional judgement

Influence

- Inspires confidence and trust– demonstrating high standards of integrity, honesty and fairness
- Actively engages the knowledge, ideas and contributions of others
- Uses appropriate techniques to influence others

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.