**Make a Change Project Worker:**   
**Job Description and Person Specification**

**Introduction**

A unique and exciting opportunity to join TLC: Talk, Listen, Change to deliver Make a Change (MAC) in Trafford.

We are looking for a motivated practitioner with experience either of working with domestic abuse perpetrators or a related field.Knowledge of theoretical approaches to domestic abuse intervention, and/or experience of working on behaviour change programmes, delivering training and community work would be advantageous.

**About Make a Change**

MAC is a whole-community approach to domestic abuse perpetration, offering interventions for those using abusive behaviour in their intimate or previously intimate relationships, support for their partners and/or ex-partners, community outreach, and workforce development to help recognise and respond to domestic abuse perpetration effectively.

The model is designed to fill a significant gap in current service provision, for situations where people know that domestic abuse is taking place, but where the behaviour or concerns have not yet met the threshold for a statutory / family court / criminal justice referral.

MAC is funded through a combination of local area contributions and the National Community Lottery Fund. The project was evaluated by the University of Stirling between 2018-2020; that evaluation highlighted the success of the model in generating referrals from the community, improving professionals’ confidence and ability to identify domestic abuse and refer clients to the service, engaging with - and retaining - self-referred clients, and supporting the partners and ex-partners of those engaging with the service.

**The role**

This is a varied and dynamic role; as a Make a Change Practitioner, you will deliver the MAC model, including direct work with people who have been abusive to an intimate or previously intimate partner, training and workforce development, and community outreach.

Your work will involve suitability assessments, group work, managing a caseload, liaison with survivor safety workers, reporting and where needed, advocacy work. You will also support the delivery of our work with communities, organisations and professionals through outreach, training, workshops and the provision of specialist advice.

You will work closely with case workers from our partner organisations, to ensure the safety of survivors and children throughout the course of the intervention.

The successful candidate will have a good working knowledge of domestic abuse and:

* Experience of working with those who use abusive behaviours in their relationships

Or

* Extensive knowledge of the field/subject and demonstrable transferrable skills that can be applied to this work.

The successful candidate will have a commitment to delivering a sex and gender informed and responsive, intersectional intervention and will have exceptional communication skills and sensitivity to facilitate this work.

**Employment:** This post will be line managed by one of our Service Managers and will work closely with the Respect Regional Practice Lead to deliver and learn from implementation.

**Location:** We value the importance of flexible working. Our services are a hybrid of online and in person delivery and therefore this role will include travelling to locations within Greater Manchester, including Trafford, to deliver face to face sessions. This role can be home based or in our office, Trafford House, Chester Road Manchester, M32 0RS. If home based there will be a requirement to travel to the office for training and meetings. There may also be a requirement to work out of a Local Authority base across Greater Manchester. We also value the importance of human connection so offer the flexibility to book working space in Trafford House. As in person external meetings and events return there will also be a requirement to travel across Greater Manchester and sometimes wider.

**Salary:** £25,295 pro rota per annum plus

Annual Continuous Professional Development allowance

Annual leave entitlement

Birthday leave

**Start Date:** To be confirmed with the successful applicant.

**Contract:** Full time, 37 hours a week. Fixed term until 31st March 2023.

**Role specific responsibilities**

1. **Intervention delivery:**
2. Deliver survivor needs-led, and motivational, group and 1:1 work with those who use abusive behaviours in their relationships including:
   1. Leading on 1:1 and group work
   2. Conducting suitability assessments
   3. Managing a caseload and participation in case management
   4. Keeping up to date and accurate records and case notes
   5. Conducting advocacy work as appropriate
   6. Adhering to Respect Policies when delivering the work including raising concerns, risks and identifying those at risk of harm
   7. Deliver direct work with service users in line with Respect Standards and other relevant quality standards
   8. Undertaking outreach to encourage and support participants to engage in programmes
   9. Model respectful relationships with those engaging in programmes and with colleagues
3. Work closely with the survivor organisation to ensure survivor safety
4. **Working in partnership**
   1. Developing partnerships and local relationships to facilitate the effective provision of work with those who use abusive behaviours in their relationships.
   2. Supporting the line manager to develop and maintain partnerships across Trafford.
   3. Working with partners to ensure that barriers to engaging in the services are recognised and addressed.
   4. Working closely with Women’s Aid Federation England to share expertise and embed best practice in the local areas.
5. **Evaluation**
6. Contributing to data and information collection in line with the requirements of evaluators
7. Helping to complete timely and accurate reports on outcomes, findings and feedback
8. Participate in monitoring, learning and evaluation activities with MAC’s Data and Performance Manager
9. **Other**
   1. To carry out any administrative tasks necessary to comply with the job description.
   2. Whilst not essential, a driving licence and access to a vehicle will be highly advantageous for this role.

The successful candidate for this role will be subject to an enhanced DBS check and will need to undertake police vetting to be able to access relevant buildings.

**Person Specification: Make a Change Practitioner**

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| EXPERIENCE AND SKILLS | | Essential | Desirable |
|  | A strong track record of working with survivors, perpetrators, or other challenging client groups | X |  |
|  | An open and flexible approach to what works in creating behaviour change and risk reduction that is responsive to individual needs | X |  |
|  | Ability to creatively engage with and empower communities in responding to domestic abuse |  | X |
|  | Experience of building partnerships to support effective programme delivery | X |  |
|  | Experience of facilitating training, workshops and/or seminars to communities and/or professionals |  | X |
|  | High level written and oral communication skills, adept at communicating with a variety of audiences at all levels | X |  |
|  | Good organisational skills and ability to work across a number of tasks and work areas | X |  |
|  | A positive attitude to a fast-paced working environment | X |  |
|  | Self-motivated, enthusiastic attitude to provide positive leadership in a changing environment both within the department and wider organisation | X |  |
|  | Ability to work to deadlines | X |  |
|  | Experience of frontline service delivery, including risk management and safeguarding | X |  |
| KNOWLEDGE | |  |  |
|  | Knowledge of safe, effective interventions for those who use abusive behaviours in their relationships | X |  |
|  | Knowledge and understanding of the causes of Domestic Abuse on an individual and societal level | X |  |
|  | Awareness of the experiences and needs of survivors of Domestic Abuse | X |  |
|  | An understanding and commitment to providing a gender informed and intersectional intervention | X |  |
|  | An understanding of the role of a range of services in supporting those experiencing or perpetrating Domestic Abuse |  | X |
|  | An understanding of a needs led and motivational approach to working with those who use abusive behaviours and a good understanding of barriers to engagement | X |  |
|  | Knowledge of the relevant legislation and local policies and procedures relating to working with survivors and perpetrators of Domestic Abuse |  | X |
| OTHER | |  |  |
|  | Ability to demonstrate a commitment to, and understanding of, the values aims and objectives of TLC: Talk, Listen, Change | X |  |
|  | Commitment to anti-discriminatory practice and equal opportunities | X |  |
|  | Commitment to keeping up to date with best practice, new initiatives and business opportunities in all areas relating to this role and the wider organisation | X |  |
|  | Willingness to travel regularly, as required | X |  |
| EDUCATION/QUALIFICATIONS | |  |  |
|  | No formal qualifications are required for this ro.le although evidence of relevant learning, particularly in relation to working with those experiencing or perpetrating abuse, and partnership working is desirable. |  | X |