



Ending domestic abuse

Director of External Relations

Recruitment pack
March 2018



Our vision

Together we can end domestic abuse. We won't stop until all families are safe

Our mission

To make sure all people affected by domestic abuse can live safely

Our values
We are rigorous
We are human
We are brave



Together these values express SafeLives' way of working that is guided by the evidence that is practical and independent, and puts family safety at the heart of everything we do.



About us

SafeLives is a creative, practical organisation dedicated to ending domestic abuse. Since 2005 we have constantly looked to evidence, the voice of survivors and practical expertise from across the UK to create improvements in the way domestic abuse is prevented, identified and addressed.

As well as being known for incubating new research and practical interventions to address the risk of domestic abuse, SafeLives has the ability and motivation to replicate and scale good practice so that victims, survivors and their children all over the UK can benefit. Last year, SafeLives' interventions helped over 60,000 adults increase their safety, and many more children.

We haven't yet gone far enough. Radical change is still needed to not just reduce the impact of domestic abuse, but also reduce the prevalence of the problem so that fewer individuals and families are touched by it in the first place.

Two million people indicated they had experienced domestic abuse last year and we know that those experiences, a significant majority of which were amongst women and girls, have a ripple effect into all areas of someone's life and future. For this reason, we need to take our own initiatives - both existing and those still to come - and the partnerships we can forge with others, and influence those with an ability to reduce the prevalence and impact of domestic abuse.

What we do

- Create a platform for victims, survivors and their friends and family to be heard and demand change
- Test innovative projects and replicate effective approaches that make more people safe and well
- Combine data, research and frontline expertise to help services improve and to influence policy makers (locally and nationally)
- Offer support, knowledge and tools to frontline workers and professionals

How we do it

- We are independent
- We focus on the practical: we believe in showing people what they can do, not telling them they should do
- We save time and money for local areas by solving common problems once and sharing the solutions
- We are informed by evidence of what really works
- We learn from local provision and respect local circumstances, but show how national replication can be achieved
- We work across organisational and sector boundaries

What we know today



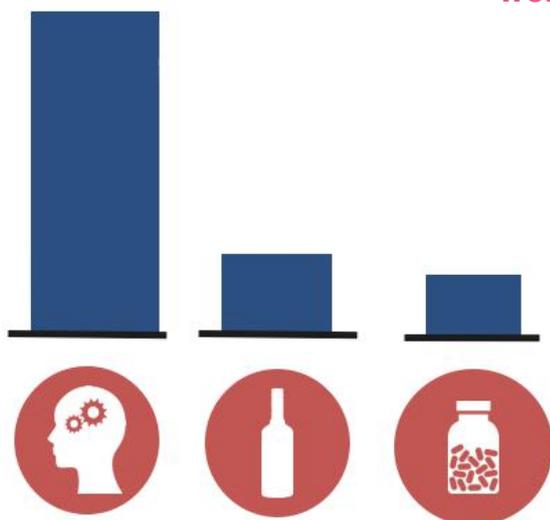
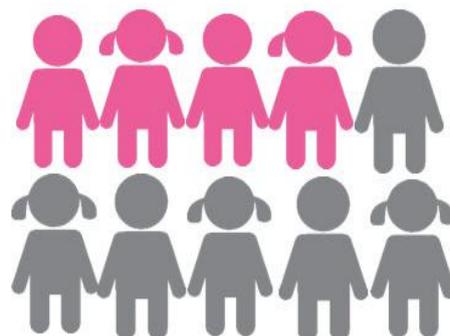
85% of victims of domestic abuse seek help five times on average before they get effective support



4 out of 5 victims of domestic abuse do not call the police

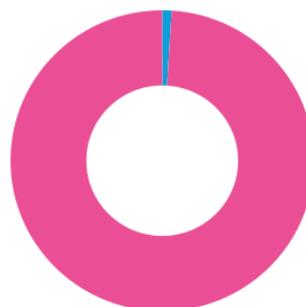
Nearly 40% of children

in households where domestic abuse was taking place were not known to children's services



39% of victims at high or medium risk of domestic abuse have **mental health** issues, **9%** have **substance misuse** issues and **6%** have **drug misuse** issues

Fewer than 1% of perpetrators receive any specialist intervention to change or be challenged



Governance and structure

Our Chief Executive, Suzanne Jacob, leads the senior leadership team and overall operational management. The SLT is assisted by a staff team that comprises around 70 staff across England, Wales and Scotland, supported by a team of Pioneers, associate consultants and trainers.

SafeLives currently has a board of eight Trustees who meet at quarterly intervals and have overall responsibility for the management of the charity. There is a finance sub-committee that meets four times a year. In addition, the charity has established an advisory panel, known as the SafeLives' Pioneers, made up of people who have personal experience of domestic abuse who meet regularly to provide focused and specialist input to our strategy and development.

The funding comes through donations and from charitable organisations and trusts.

We get part of our income from government grants, as well as from fees for our training and consultancy services. You can read our most recent annual report and accounts on the [Charity Commission](#) website.

The charity is governed by its memorandum and articles of association. The charity is a company limited by guarantee.

Board profiles: biographical details of our Trustees can be seen on our [website](#).

Role Description

Role: Director of External Relations

Reports to: CEO

Hours: Full time

Salary: £65,000-£70,000

Contract: Permanent

Location: London, with frequent travel around the UK including regularly to our Bristol office

Benefits: 30 days annual leave + bank holidays, contributory pension scheme, access to Employee Assistance Program, childcare voucher scheme and cycle to work scheme

Role Summary

As SafeLives' Director of External Relations, you will lead for the organisation on developing and implementing our influencing strategy, forging and maintaining great relationships with the really wide array of people who are vital to our work. You will identify and help us pursue opportunities to develop, replicate and scale what we do, securing the support and income we need to help all individuals and families live safely and well, whoever and wherever they are in the UK.

Key Responsibilities

Philanthropic funders

You will excite individuals and organisations engaged in philanthropic funding, identifying and building productive relationships with funders across the UK such that we can maintain or exceed our record of securing new resources for frontline work - over £15m in the last three years.

Policymakers

You will guide our political engagement at a time when there is new legislation in Scotland and forthcoming in England and Wales, and at a time when political representation at local and regional levels, for example through metro mayors, is getting stronger. You will ensure our calls for action are adopted and turned into effective policy and provision, in the way our call for increased focus on perpetrators, and better whole family approach, have been in the last two years.

Budget holders locally and nationally

You will motivate national and local budget holders to invest both in the direct work of SafeLives itself, and in the consistent, high quality frontline services that we know to be effective in reducing the prevalence and impact of domestic abuse.

Frontline practitioners

You will oversee the continued development and delivery of our flagship work, our training, continuing to attract increasing numbers of frontline professionals to access our training and follow on resources such that their skills, knowledge and motivation create positive, tangible change wherever they work.

Public audiences

You will steer our increasing engagement with the media and wider public audiences, working with the Chief Executive and Heads of team to identify and maximise opportunities for us to get our evidence, survivor voices and practical expertise into the public domain in a way that visibly shifts public debate.

The SafeLives family

You will work with other members of the senior leadership team, SafeLives staff, our associate team, our Pioneers, our Trustees and our partners in delivery to build and maintain the great relationships that help us do our work to best effect. You will carry out these responsibilities while always embodying our values of being human, rigorous and brave.

Person Specification

Experience - essential

- Substantial recent successful experience working in a comparable role
- Significant experience of concurrently generating both social and financial value
- Experience of leading and working with teams on multiple large-scale projects, delivering to time, quality and budget considerations
- Successful leadership of teams, coaching to high standards of performance and motivation
- Building and managing large budgets and securing value for money
- A track record of developing effective new partnerships and maintaining a wide network of strong relationships
- Productive work with several or all of the audiences outlined above

Experience - desirable

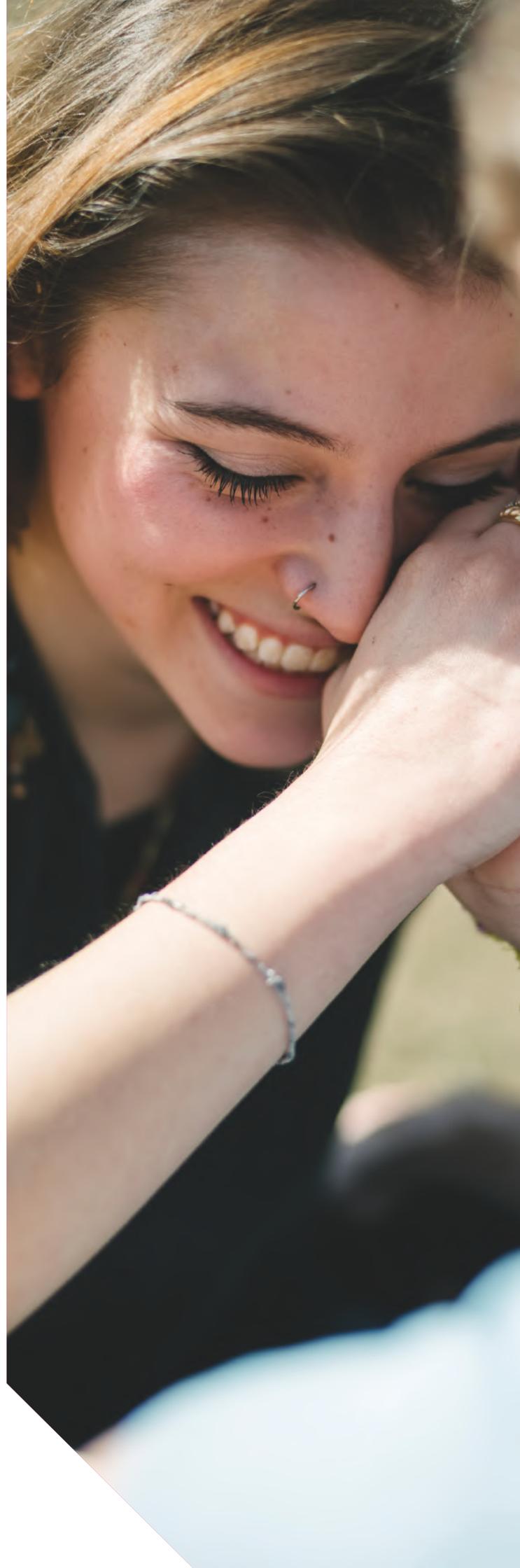
- Experience developing both short and long-term strategies for media and/or political engagement
- Securing tangible change in the terms of public debate and policy making

Skills

- Can demonstrate a passion for ending domestic abuse and approaches all work with enthusiasm
- Excellent analytical skills, with the ability to digest and interpret information and lead a team to respond in a way that maximises opportunities
- Sound judgment and the ability to provide strategic advice and support
- Ability to effectively plan and manage projects and the work of a team, adapting to changing conditions if necessary
- Acts as a role model and ambassador for SafeLives and demonstrates commitment to upholding professional standards
- Excellent communicator with the ability to quickly establish credibility and good internal and external working relationships and to meet the needs of a range of stakeholders.

Attributes

- Innovative and creative with the ability to test and champion new ways of working across the team and organisation
- Committed to high levels of customer service with a willingness to develop new approaches, learn new skills and review the effectiveness of current work
- A strong commitment to diversity and inclusivity, with the ability to balance differing needs.



The logo consists of a pink trapezoidal shape on the left, which transitions into a blue parallelogram on the right. The word "SafeLives" is written in white, bold, sans-serif font across the blue parallelogram.

SafeLives

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domestic
abuse**

Registered company number: 5203237

Registered charity number: 1106864