



Innovation Lead

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| Reports to | Senior Innovation Lead |
| Hours | 37.5 hours per week |
| Salary | £33,000 - £36,500 |
| Contract | Permanent |
| Location | Home (with regular travel to London/Bristol offices and across UK) |
| Benefits | A generous package including 25 days holiday per year plus public holidays, employee pension scheme with 4% employer contribution, Cycle2Work scheme, 365 days a year Employee Assistance Programme, flexible working |

Who are we?

We are SafeLives, the UK-wide charity dedicated to ending domestic abuse, for everyone, 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 11,000 professionals working on the frontline received our training. Over 65,000 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 three years, over 1,000 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.

Purpose and position context

This post sits with the Innovation team and the Quality and Innovation Directorate and leads our new and developing areas of work to deliver our Whole Picture Strategy.

The Innovation team works with partners across traditional sector boundaries to understand the complexity of domestic abuse and its links to other experiences. We lead our organisational Authentic Voice, placing it at the heart of all we do, supporting SafeLives Pioneers and survivors across communities to turn their experience into expertise and use their unmediated voice to influence practice and policy, and lead change.

The role requires a motivational communicator with strong interpersonal skills; bringing transparency and honesty to build equitable and trusting relationships with experts of lived experience and practice. You will lead a small project team and react confidently and pro-actively in a rapidly changing environment bringing expertise and leadership to support a wide range of work streams.

You will combine all our values with your comprehensive and innovative practice experience and creative mind-set, focussing on working alongside survivors and partners to coordinate and facilitate innovative, dynamic and pragmatic solutions, broadening the variety of ways that help and support is offered and what it looks like.

You will use a big picture thinking approach to work collaboratively to understand complex issues, develop ideas and build creative responses, delivering new ways of working in a fast changing,

challenging and untested environments aimed at improving the options, experience and outcomes for children and young people, adults and families.

You will work enthusiastically across all SafeLives teams to ensure the best possible skillset and expertise is available to scope out and design new pieces of work including research, practice, communications or influencing opportunities.

Responsibilities

- Support the whole team in their responsibilities to deliver key elements of our Whole Picture strategy, implementing our organisational strategic priorities and directorate objectives.
- Play an active part in our authentic voice commitment, working closely with SafeLives Pioneers and survivors across all communities to place lived experience throughout our work.
- Lead and motivate project teams of colleagues, Pioneers and external experts – demonstrating an optimistic, flexible approach to explore gaps and emerging ideas, and coordinate the development of new interventions.
- Develop strong relationships and build trusting partnerships across the multi-agency spectrum, building a collaborative approach and supporting everyone to work at their best.
- Chair, co-facilitate and contribute proactively to a range of internal and external groups; sharing expertise, challenge and learning.
- Develop a visionary approach and culture of working together, underpinned by the influential voice of survivors, reflecting this in all our work.
- Maintain an accurate and secure audit trail of all relevant communication and ensure that all work is compliant with data protection law.
- To 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.
- Able to fulfil line management responsibilities required.

Person specification

Experience

- Creative and innovative approach to your work and interaction with individuals and teams.
- Partnership working, across a range of internal and external stakeholders.
- Management experience.
- Working with people with lived experience of domestic abuse.
- Working with young people.
- Direct experience of actively engaging minoritised communities and under-represented groups to understand issues that directly affect their lives and co-create responses
- Working with non-traditional domestic abuse sector organisations, including those supporting clients with a range of additional needs.
- Understanding of intersecting needs and issues and the impact of these.
- Ability to lead multi-disciplinary teams and projects
- Ability to lead and develop a project from an early stage.

Competencies and skills

Delivering quality

- Self-starter with the ability to use initiative and judgement to identify problems and propose solutions
- Good organisational skills including the ability to manage multiple projects and meet tight deadlines
- 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.

Teamwork & 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

- Ability to develop people, teams and projects.
- Flexible and open minded to guiding change.
- Shows flexibility and works with collective decisions

Communication & Relationship management

- 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
 - Inclusive and inspirational communication to engage people and organisations from all areas of community and society
- Build and maintain relationships with people with lived experience

Influence

- Inspires confidence and trust – demonstrating high standards of integrity, honesty and fairness
- Actively engages the knowledge, ideas and contributions of others.
- Ability to assimilate a wide variety of information, draw out conclusions and recommendations.

Innovation and creativity

- Looks for ways to improve current practice
- Tries out new ideas, working practices and technologies to improve own ways of working
- The ability to work effectively and collaboratively across ideas and complex projects.
- Creative approach to developing resources and tools.

Communication and relationship management

- Uses appropriate techniques to influence others
- Negotiation and co-facilitation skills.
- Communicates professionally internally and externally, both written and verbal
- Builds good relationships with a range of suppliers and external stakeholders to improve service delivery
- Maintains confidentiality

Self-management

- Plans and prioritises work effectively, with the ability to manage complex projects and multiple deadlines
- Takes responsibility for own workload.
- Is solution rather than problem focussed
- Flexible approach when dealing with colleagues and external stakeholders
- Ability to analyse wide range of information and produce reports.

Goal orientation

- Demonstrates an understanding of how their 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

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 represents 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 of domestic abuse 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.