

Position:	Senior Training Lead
Reports to:	Head of Operations
Salary:	£45,786.67 – £47,572.34Per Annum
Hours:	37.5 hours per week
Location:	Remote
Travel:	Regular Travel across the UK
Contract:	Fixed term to 31st March 2026 with likely 1-year extension
Benefits:	A generous package including 25 days holiday a year and public holidays, employee pension scheme with employer contribution, access to childcare voucher scheme, cycle to work scheme

About The Drive Partnership

The Drive Partnership, formed by Respect, SafeLives and Social Finance, is working to transform the national response to perpetrators of domestic abuse. We work to end domestic abuse and protect victims by disrupting, challenging, and changing the behaviour of those who are causing harm. Together we have developed the Drive Project to address a gap in work with high-harm, high-risk perpetrators of domestic abuse. We also work to advocate for systems and policy change- to develop sustainable, national systems that respond more effectively to all perpetrators of domestic abuse.

Our vision

Our vision is that by 2026 there will be a consistent approach which sees agencies in all PCC and local authority areas across England and Wales – backed by national leaders – working together to disrupt abuse and change behaviour to increase safety for victim-survivors, including children and families.

Our way of working

Partnership is fundamental to our way of working. We are second-tier organisation focusing on the continuous improvement of service

models, sharing best practice and supporting specialist service providers to deliver.

We have four core strands of work:

- **The Drive Project** is our flagship intervention working with high-harm, high-risk and serial perpetrators of domestic abuse to prevent their abusive behaviour and protect victims. The Drive Project challenges perpetrators to change and works with partner agencies – like the police and social services – to provide a co-ordinated community response and disrupt abuse.
- **Restart** is an innovative pilot project providing earlier intervention for families experiencing domestic abuse. It brings together domestic abuse services, children's social care and housing teams to identify and respond to patterns of domestic abuse at an earlier stage. Restart is currently being delivered in five London Boroughs.
- **The Drive National Systems Change** programme works across the domestic abuse specialist sector, public sector partners and beyond to identify and find solutions to systemic gaps in the provision and response to DA perpetrators with the aim of developing sustainable, national systems that respond to all perpetrators of domestic abuse and increase safety for victim-survivors across all communities. We identify systemic gaps and build solutions that keep survivors safer by addressing those causing harm.
- **Domestic Abuse Protection Orders (DAPO) Positive Requirements Triage Team** works as part of the Government's DAPO pilots to ensure that referrals from courts and policing are assessed and referred to the most appropriate DA perpetrator, mental health or substance misuse intervention.

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.

Together we can end domestic abuse. Forever. For everyone.

Context:

Over the coming year, The Drive Partnership is looking to review, update, and design new training to offer to The Drive Project workforce. To lead this work, we are recruiting a Drive training team made up of a Senior Training Lead, Training Lead and Training Coordinator.

This role offers a unique opportunity to support the upskilling of The Drive Project workforce and advance The Drive Partnership’s mission to end domestic abuse and protect victims by disrupting, challenging, and changing the behaviour of those who are causing harm.

Job Purpose:

The Senior Training Lead will lead the strategic design, operational delivery, and quality assurance of training products for The Drive Project workforce ensuring it is impactful, high-quality and aligned with regulatory standards.

Working closely with partner organisations, the Senior Training Lead will oversee a newly formed training team, be responsible for the

refinement of one of our training products, manage budgets, while ensuring a coordinated approach.

Key responsibilities:

Programme & operational leadership:

- Lead the strategic direction and delivery of the Drive workforce training, including the review and overhaul of one of our training products aligned with The Drive Partnership's goals
- Maintain and develop partnerships with accrediting bodies (e.g. OCN) and regulators (e.g. Ofqual)
- Contribute to broader strategic initiatives, supporting the promotion of the Drive Training Team internally and externally
- Embed equity, diversity, and inclusion throughout the training design and delivery

Leadership & management:

- Lead, support and develop the Drive Training Team, fostering a strong, collaborative, and inclusive culture
- Line manage the Training Lead and oversee the management of the Senior Training Coordinator and Training Coordinator
- Lead recruitment, development and performance management of training staff and associates
- Support staff wellbeing, particularly in the context of exposure to traumatic content

Stakeholder engagement & representation

- Build and maintain relationships with internal and external stakeholders promoting Drive training offers
- Responsible for growing the diversity of Drive associate trainers
- Responsible for maintaining and growing a broad network of external stakeholders, including specialist services and commissioners, sector partner organisations, external accrediting bodies, funders, as well as learners

Budgeting & forecasting:

- Work alongside Drive's Head of Operations managing the Drive training budget, ensuring delivery within budget
- Monitor expenditure, process invoices within agreed milestones
- Establish and review KPIs and service-level agreements with third-party training providers and associates
- Ensure value for money in all training activity

Key requirements:

Essential experience & knowledge

- A thorough understanding of professional development, accreditation of programmes (e.g. through OCN), and the improvement of service delivery
- A thorough understanding of policy as it relates to domestic abuse, and of public protection arrangements, the provision of policing, health and social care, housing, commissioning and multi-agency/partnership working
- Proven leadership in the strategic design and delivery of training programmes
- Significant operational experience managing different training offers

Leadership & management:

- Experience of leading a large team, supporting and developing them to be motivated and confident in delivering projects/programmes
- Experience managing associate trainers or freelance trainers, including recruitment and relationship management
- Skilled in fostering collaboration and coordination across partner organisations and teams

Budgeting & financial management:

- Practical experience of setting, managing and monitoring budgets of significant size

Communication & interpersonal skills

- Excellent stakeholder engagement and relationship-building abilities
- Professional communication across internal and external stakeholders

Experience desirable:

- Experience of supervising staff whose work involves being immersed in sensitive and traumatic content
- Experience of managing a geographically dispersed team