



## Ending domestic abuse

# Senior Research Analyst

<b>Reports to</b>	Research Manager / Head of REA
<b>Hours</b>	37.5 hours per week
<b>Salary</b>	£35,335.28 - £36,713.36 per annum
<b>Contract</b>	12 Months Fixed Term Contract
<b>Location</b>	Bristol Based with hybrid working to be arranged
<b>Benefits</b>	A generous package including 25 days annual leave plus 8 bank holidays, employee pension scheme with 4% employer contribution, Cycle2Work scheme, 365 days a year Employee Assistance Programme

### 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, nearly 13,500 professionals received our training. Over 70,000 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 four years, over 2,000 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.

### Key purpose of role

SafeLives has an unparalleled track record of using evidence and research to effect national change; with research and analysis being fundamental to helping SafeLives achieve its strategy. This information is used to set our policy messages, define our strategy, design our services and evidences the impact of the work we have done.

This role is an exciting opportunity to help transform the response to domestic abuse by ensuring the sector is evidence led. SafeLives holds the largest datasets on victims and perpetrators of domestic abuse nationally which you will use to inform our ambitious policy and research agenda. Working alongside our practice experts, survivors of abuse, and our expert research team, you will help to answer important questions about what works in ending domestic abuse.

The Senior Research Analyst will be responsible for supporting the Research Managers, and Head of Team, to ensure our data and reporting remains rigorous and robust. They will do this by taking a lead role on the ongoing research design, data collection, analysis and delivery of our work across a series of workstreams.

Through working with our experts (Practice, Communications and Public Affairs) you will use data and information to influence policy and inform practitioners, commissioners, and government about the sector. This is a great opportunity to see your research inform and improve the response to domestic abuse.

## Responsibilities

- Collect and analyse multiple datasets, to enable the delivery of high quality and consistent reports and presentations which have impact and create change.
- Provide high quality line management of Research Analysts within the team, adhering to our Support and Supervision policies and procedures.
- Support front-line services and practitioners to gather data on all family members affected by domestic abuse.
- Undertake statistical analysis of our datasets and work with our Practice, Innovation, Learning and Accreditation, Communication and Public Affairs teams/colleagues to develop clear messages for policy and practice audiences, making sure we're always answering the 'so what...?' questions that arise from quantitative and qualitative information we supply.
- Carry out quality assurance of our datasets and ensuring other teams have access to, and use, all available limitations and caveats when discussing our data.
- Prepare thematic briefings/reports based on messages emerging from the SafeLives, and partner agency datasets, including written format and presentations for internal and external audiences.
- Lead briefings on emerging trends in the data, new strategic opportunities, and the synthesis of data across SafeLives projects.
- Use knowledge of research and evaluation methodologies to design and develop new and existing research and analysis tools.
- Keep up to date with research literature relevant to projects and relevant new developments in research methodology.
- Deputise for the Research Manager if required, including attendance at internal and external meetings, overseeing the work of others, and acting as an effective ambassador for the team and the organisation more broadly.
- Develop strong and effective working relationships with a range of external partners including delivery partners and stakeholders.
- Understand the financial strategy in place for the Research, Evaluation and Analysis team, contributing to its sustainability through sufficient attention to both income and expenditure, supporting the Head of team and Research Manager as needed to spot opportunities and identify and mitigate risks.
- Ensure that any data collected, analysed and or shared whilst performing these duties is handled in line with SafeLives Data protection, data storage and collection policy and protocols.
- 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
- Act as a positive role model in management and leadership as part of the REA team.
- Undertake any other duties as may reasonably be required.

## Person Specification

### Qualifications

Degree in a social science (or related subject) or equivalent experience.

### Skills/experience: essential

- Experience of scoping, designing, and delivering evaluation research, including identifying, developing, and testing appropriate tools and reporting methods.
- Experience of analysing and drawing meaning from large quantitative data sets, including the advanced use of Excel.
- A sound understanding of statistics and extensive experience of conducting statistical analyses.
- Excellent analysis skills with a strong ability to identify key themes in complex material, test interpretation and ensure that messages are relevant to practice and policy contexts.
- Experience of complex and high-volume data collection using SNAP or other survey software.
- Confident communicating clear practice and policy implications from data and evidence and presenting them in a range of formats to both specialist and non-specialist audiences.
- Experience of leading projects, including scoping requirements, forward planning, monitoring progress against delivery, identifying and mitigating risks to delivery.
- Experienced team worker, comfortable working with colleagues from different disciplines and in varied locations and drawing on a range of expertise to interpret data.
- Sound IT skills including knowledge and experience of Word, PowerPoint and Outlook.
- Ability to work across disciplines, being effective and confident with frontline delivery partners as well as researchers, strategic stakeholders, and commissioners.
- Excellent people and communication skills in both written and oral forms.
- Experience of effective line management of people with a diverse range of needs, expertise, backgrounds, and communication styles.

### Skills/experience: desirable

- Experience of supporting organisations to use evidence to inform and develop practice.
- Experience and knowledge of evaluation design and different methodologies and approaches.
- Experience of statistical packages such as SPSS and R.
- Experience delivering qualitative research e.g. interviews, focus groups.
- An appreciation of the literature and key research and policy debates relating to adults and/or children living with abuse, and a passion for working to improve their lives.
- Prior experience delivering training and data interpretation to front-line practitioners or equivalent.
- Confident working with financial data and the full range of quantitative as well as qualitative methodologies for analysing this data.
- Ability to use (or enthusiasm to learn about) data visualisation and analytics tools.
- Knowledge of domestic abuse sector.

### Competencies

#### Delivering quality

- Strong data analysis skills with the ability to work across multiple large-scale datasets utilising a variety of data systems, whilst maintaining a high level of attention to detail.
- Strong time management and organisational skills including the ability to manage multiple projects, prioritise own work and meet tight deadlines.
- Self-starter with the ability to use initiative and judgement to identify problems and propose solutions.
- 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.

### **Communication & Relationship management**

- Strong written skills, with experience of writing reports, guidance or briefings to influence policy or practice.
- 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.
- Very strong oral communication skills, with experience effectively communicating to a range of audiences.
- Proven ability to maintain confidentiality and be discreet at all times.

### **Influence**

- A genuine interest and commitment to contribute to SafeLives' goals to support high risk victims of domestic abuse, and young victims in particular.
- Inspires confidence and trust– demonstrating high standards of integrity, honesty and fairness.
- Actively engages the knowledge, ideas and contributions of other.

### **Innovation and creativity**

- Looks for ways to improve current practice.
- Tries out new ideas, working practices and technologies to improve own ways of working.

### **Teamwork and collaboration**

- A strong team player, with experience of working with colleagues across a range of roles.
- 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

### **Management and decision-making**

- Support and take direction from the Senior REA management team in the delivery of the SafeLives Strategy and annual operating plan.
- Provides effective management, empowering direct reports to achieve their potential and supporting their learning and development needs.
- Ensures policies are adhered to, holds direct reports to account and acts swiftly, in-line with procedure, when performance issues arise.
- Makes decisions in line with SafeLives' values and strategy, is accountable for decisions made, communicates the rationale effectively and sees them through to completion.
- Takes responsibility for own workload.
- Is solution rather than problem focussed.

### **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.