

Person Specification:

Knowledge and experience You are required to have an understanding/experience of:	Essential	Desirable
Have in-depth knowledge of the impact of domestic abuse on individuals and the whole family	✓	
Understand child protection issues and the legal responsibilities surrounding these issues	✓	
Understand the principles of risk assessment, safety planning and risk management for victims of domestic abuse	✓	
Experience of completing safety planning	✓	
Knowledge of the additional needs and barriers faced by marginalised groups, including LGBT+, disability, neurodiversity, etc		✓
Understand and be committed to equal opportunities and diversity issues in policy and practice	✓	
Managing a complex caseload	✓	
Working within a multi-agency and legislative framework	✓	
Skills/ Qualifications/ Professional Membership You are required to:	Essential	Desirable
Have (or be willing to undertake) training relevant to working with survivors of domestic abuse	✓	
Relevant nationally recognised qualification or other training relevant to the role (i.e. social care, law, working with children and young people, etc.)		✓
Have excellent communication and advocacy skills, both written and verbal, and when interacting with a range of agencies and individuals	✓	
Have strong crisis management skills and the ability to deal with stressful and challenging situations	✓	

Have good computer literacy skills and be competent with using a database	✓	
Able to use initiative and be proactive in managing a caseload	✓	
Personal Qualities: You are required to:	Essential	Desirable
Work in a compassionate, empathetic and non-judgmental way	✓	
Work flexibly as part of a team - both within NIDAS and with other agencies	✓	
Personal qualities and attributes in line with NIDAS' values: • Creative: we work imaginatively and innovatively with women, children and our partners to get the best outcomes • Person Centred: our holistic support is tailored to the individual and their family • Empowering: we help clients gain the tools and strength to make their own choices	✓	
Other: You are required to:	Essential	Desirable
Hold a full, clean driving licence in order to meet with clients and attend external groups/ programmes/ meetings	✓	
Undertake an enhanced Disclosure and Barring check	✓	
On occasion, working outside of normal office hours as and when required in order to meet the needs of the client group and service	✓	
Attend training for continued personal and professional development as and when required to meet the needs of the role	✓	

Equal opportunities:

NIDAS 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 strive to be an inclusive organisation that appropriately represents all the communities we serve.