

Drive Head of Operations Candidate Information

October 2025

Contents

Welcome

About

Job description

Person specification

Terms and Conditions

How to apply



A partnership between:

Respect



**SOCIAL
FINANCE**

Welcome

Thank you for your initial interest in working with us at this pivotal time.

The Drive Project is an evidence-backed intervention for high-risk, high-harm and serial perpetrators of domestic abuse, established by Respect, SafeLives and Social Finance 10 years ago. The key features of the model include intensive one-to-one case management, a coordinated police-led multi-agency response, and dedicated Independent Domestic Violence Advisor (IDVA) support for survivors.

In July of this year the Home Office announced a £53m investment over the next four years to enable the Drive Project to roll out across England and Wales. To end domestic abuse, we must address the source of the problem – the perpetrator. This funding will make a huge difference to our efforts to support survivors, by holding perpetrators to account, stopping them from causing further harm and giving them the chance to change.

The multi-year approach to this funding gives much needed security for the local domestic abuse services that work with the perpetrators and those that provide the support for survivors. As the government continues on its mission to halve VAWG in a decade, it is vital that it also commits to dedicated investment for specialist services for survivors of domestic abuse and sexual violence.

We are embarking on a recruitment campaign to find passionate professionals to join us as we roll out this important work. In this first phase we are recruiting to three positions:

- Drive Deputy Director
- Drive Head of Programmes
- Drive Head of Operations

You will find more information in the individual Candidate Briefs which we hope will inspire you to apply.

Good luck!

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.

About Respect

Respect is a pioneering UK membership organisation in the domestic abuse sector.

Founded in 2000 by Jo Todd CBE, who is still at the helm, Respect was established to focus on perpetrators of domestic abuse, and this, including our vital work with young people who cause harm, remains our key priority. We have built our expertise over the last 25 years in what was then a fledgling sector and recently have seen significant and rapid growth. Alongside this work, we deliver expert support to male victims of domestic abuse. Everything we do is shaped and driven by our values: we are pioneering, collaborative, accountable, and respectful.

Our vision

We want a world where everyone is free from domestic abuse. Where it is never ok to control, harm or cause fear. Where those who perpetrate domestic abuse are stopped, held to account and given the chance to change.

Our mission

We work with our members, partners and allies to stop the harms done by those who perpetrate domestic abuse. With innovative practice, robust research and quality data, we build evidence of what works, promote safe, effective practice and drive high standards. We use our voice, in collaboration with others, to call for a response to domestic abuse that matches the scale of the problem. We will not stop, until domestic abuse stops.

Our Focus

Respect was founded to focus on perpetrators of domestic abuse and this, including our vital work with young people who cause harm, will remain our key priority. Our work with male victims will continue as an important, distinct, project.

Our Values**Pioneering**

We explore innovative ideas and develop new approaches with curiosity and rigour.

Collaborative

We work in partnership with our members, partners and allies to bring about individual, societal and systems change.

Accountable

We listen to survivors and centre their needs in our work. We hold perpetrators to account for their behaviour and hold ourselves and our members accountable for ours.

Respectful

We live up to our name. We are committed to equity, diversity and inclusion in all that we do. We are honest, compassionate and boldly challenge injustice.

About Social Finance

We are Social Finance UK, a not-for-profit consultancy creating lasting social change. We work with government, service providers, the voluntary sector, and the financial community to address complex social challenges—from children's services and health to employment and skills, homelessness, and housing.

The Drive Partnership was born out of Social Finance's Impact Incubator, a joint initiative with funders to develop new responses to entrenched social problems. Early research identified perpetrator interventions as a major 'cold spot'—an area with little funding and limited provision. Following extensive consultation with voluntary and statutory agencies, The Drive Partnership was established to tackle the root causes of domestic abuse.

Within the partnership, Social Finance plays a flexible and adaptive role, shaped by the needs of our partners. From delivering quantitative and financial analysis, programme design and management, and fundraising support, to leading communications and engagement, we ensure sustainability is embedded in everything we do—helping The Drive Partnership achieve lasting impact.

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 (Police and Crime Commissioner's) area 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 a 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.

Drive Head of Operations

Position:	Drive Head of Operations
Reports to:	Director of Drive
Salary:	£56,959.05 - £59,180.45 A London Weighting allowance of £3,299 will be applied for those living in London.
Hours:	37.5 Per Week
Location:	Remote
Travel:	You may be required to travel throughout the UK.
Contract:	Permanent subject to funding

Job Description

Purpose:

The Head of Operations will play a central role in maintaining strategic oversight of internal operations, including project planning and risk management across workstreams, and partner coordination across The Drive Partnership. This is a senior leadership position providing operational leadership, staff management, and cross-partner coordination to ensure workstreams within The Drive Partnership function effectively, efficiently and in alignment with The Drive Partnership's core mission.

The role will report directly to the Drive Director, form part of the Drive Senior Management team and work alongside the Drive Deputy Director and other Senior Leads to embed a high-performing, values-led culture across The Drive Partnership.

Key responsibilities:

Leadership & strategy:

- Provide high-level strategic support to the Drive Director, Drive Deputy Director, in addition to the Drive Head of Programmes of Drive as appropriate.
- Align operational resources with The Drive Partnership and organisational strategy and sustainability plans.
- Provide inspirational leadership that empowers teams to achieve high standards, aligned with our values.
- Ensure quality and value for money across grants, contracts and internal systems.
- Play a key role in evolving The Drive Partnership's identity and collaborative working model.

Operational Oversight & Programme Delivery:

- Lead all operational and project management functions for core Drive central support teams within The Drive Partnership as required. For example, working closely with Team Managers

to lead the partnership's Project Management Office Team (PMO), Research, Evaluation and Analysis Team (REA) and Policy, Public Affairs & Communications Team (PPAC).

- Oversee project planning, risk management, delivery tracking, and reporting.
- Maintain oversight of The Drive Partnership's overall programme plan and risk register.
- Ensure service delivery targets and standards are regularly monitored and improved.
- Ensure information governance, including GDPR compliance and secure data management.
- Identify and manage external specialist support (e.g., HR or legal) when required.
- Lead annual budget setting and operational planning processes in collaboration with the programme team.

People Management:

- Line manage operational Team Manager leads of the core Drive Partnership central support teams such as REA, PPAC, and PMO (which involves data, communications, project management, finance and HR).
- Support and develop managers and leads to deliver performance, wellbeing, and professional development.
- Work with the People & Culture Associate to embed a high-trust, values-aligned culture.
- Oversee the coordination of whole Drive Partnership team building and functioning

Cross-Partner Coordination and Relationships:

- Strengthen coordination and communication across partner organisations: SafeLives, Respect, and Social Finance (The Drive Project Board).
- Ensure alignment and integration across the Drive Senior Management Team and operational delivery functions.
- Support the Director and Deputy Director in managing relationships with funders, grant-makers, and philanthropic supporters including external engagement and fundraising plans.
- Represent or support colleagues from The Drive Partnership in external forums, including within the VAWG and DA perpetrator sectors (e.g., Action on Perpetrators Network) if required.
- Support the Director and Deputy Director in strengthening relationships and communication across external stakeholders by attending meetings as required

Drive Head of Operations

Person Specification

Essential Experience and Skills

- Demonstrable track record in operational and financial management in an agile or voluntary sector environment, at a strategic level.
- Extensive experience of developing and implementing systems and processes that improve operational efficiencies and quality, ideally in a multi-partner setting
- Demonstrable experience in providing leadership and management to senior managers
- Proven experience of developing and maintaining effective working relationships with senior leaders
- Strong strategic mindset combined with the ability to bridge high-level programme strategies with the operational detail
- Proven ability to make sound decisions using analysis, judgment, and experience.

Desirable Experience and Skills

- Experience of domestic abuse frontline service delivery, risk management, and safeguarding.
- Experience of fundraising or funder relationship management.
- Experience of developing high-performance, cross-functional teams.

Essential Knowledge:

- Strong understanding of financial management, compliance, risk, and GDPR.
- Working knowledge of HR processes and ability to ensure consistency across partners.

Desirable Knowledge

- Understanding of the UK domestic abuse and VAWG sectors.

Terms and Conditions

At SafeLives, our employees are an important and valued part of our organisation, and we are keen to ensure that they are well motivated and happy. We consider the employee benefits as a means of rewarding and supporting the overall wellbeing of our employees.

We offer a variety of benefits such as flexible working, a pension scheme, childcare vouchers, Cycle to Work scheme, eyecare vouchers, and learning and development opportunities.

- 34 days holiday including public holidays
- Flexible working e.g. compressed hours
- Pension scheme (4% employer contribution)
- Cycle to Work' scheme
- Eyecare vouchers
- Childcare vouchers
- Employee Assistance Programme
- Clinical supervision
- Holiday purchase scheme (buy up to an additional 5 days)
- Enhanced Family Leave policies
- Enhanced sick pay
- Professional development fund
- Individual learning budget
- Restorative practice training
- Time Off In Lieu

How to apply

Apply online www.nfpconsulting.co.uk

Application is by way of CV with a Supporting Statement.

Please write a personal statement of **not more than 3 pages** of A4 (in minimum of Calibri pt 12 font) which covers:

- Why you are interested in this job
- Your experience, knowledge, skills, abilities and attitude in relation to the person specification

Short-listing for this post will be based on how well you match the qualities in the person specification. Therefore, we suggest that you use the points in the person specification as headings and give **specific examples** to demonstrate how you fulfil each of the items of the person specification. It is insufficient simply to repeat what it says in the person specification.

If you do not follow these instructions your application will not be short-listed.

We particularly welcome applications from individuals from a wide range of backgrounds and across all protected characteristics, particularly from people from the following under-represented groups on our staff team:

- Black and minoritised people
- Disabled people

¹ A list of protected characteristics can be found here: [Protected characteristics | EHRC](#)

If you have personal experience of domestic abuse, especially if recent, please contact us to discuss how we can support you in this role.

Selection process and timescales

Closing date:	Midnight Wednesday 19 th November
Preliminary interview with NFP:	Monday 1 st and Tuesday 2 nd December
First interview:	Wednesday 10 th December
Final interview:	Week commencing 15 th December

Accessibility

Please let us know if you have any special requirements which we might need to consider in relation to the selection process, e.g. attending interview, completing any part of the selection process. Any requests will not affect the decision making process.