The Drive Partnership

Drive Head of Programmes

Candidate Information

October 2025

A partnership between:

Respect

SafeLives Ending domestic abuse

SOCIAL FINANCE

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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!

The Drive Partnership

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.

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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 Social Finance

Social Finance is a non-profit organisation that helps our partners design, fund and scale solutions to complex and enduring social issues in the UK and globally. We launched the world's first Social Impact Bond in 2010 and since then our pioneering work has delivered lasting and widespread change that improves the lives of people and communities. We are FCA-regulated and help with mobilising finance, strategy, design, data, and building partnerships, in a human-centred way. We partner with local and national governments, commissioners, service providers, such as charities, as well as socially-motivated investors, funders, international donors and philanthropic organisations.

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. Within the partnership, Social Finance plays a flexible and adaptive role, shaped by the needs of the work. From delivering quantitative and financial analysis, programme design and management, and fundraising support, to leading communications and engagement.

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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 Programmes

Position:	Drive Head of Programmes
Reports to:	Drive Deputy Director
Salary:	£57,095- £60,441 (Respect salary scale 53-56) A London Weighting allowance of £3,299 will be applied for those living in London. Please note Respect normally recruit at the starting point of the pay scale.
Hours:	37.5 hours per week with flexible working hours and provision of an out-of-hours response as needed
Location:	Remote
Travel:	You may be required to travel throughout the UK
Contract:	Permanent subject to funding

Job Description

Purpose:

The Drive Head of Programmes will provide strategic leadership across our programmes, leading our Managers in the design and delivery of our programmes to ensure all our interventions are grounded in robust evidence and best practice, working to end domestic abuse and protect victims.

You will hold accountability for programme performance, safeguarding and quality assurance whilst working closely with the Drive Head of Operations to ensure effective operational delivery is embedded our across programmes.

Whilst income generation is not a central function of this role, you will work closely with the Drive Deputy Director to ensure each programme has a clear and robust business plan in place.

Key duties and responsibilities:

Leadership

- Line manage and lead your team of five Managers to sustain and grow their areas of focus through fostering an environment grounded in trust, learning and collaborative ways of working
- Provide clear vision and direction to your Managers, ensuring they understand their roles, objectives, and how their efforts align with and contribute to our overriding purpose

- Working closely with the Drive Head of Operations, build effective relationships with Managers across the Partnership, acting as trusted support across all our functions
- Embed the Partnership culture and ways of working to integrate and maintain a single effective team across three different employers, ensuring a unified vision and a seamless working relationship

Programme Oversight

- Overall responsibility for development, delivery and management of the Drive Partnership's portfolio of programmes
- Bringing your Best Practice expertise and focus on data, evidence and learning, lead your team of Managers to ensure effective delivery and the continual evolution of the Drive Project, Restart, DAPO and National Systems Change, ensuring all service and model development is grounded in evidence and best practice
- Working closely with the Drive Head of Operations, embed best practice in programme management across all practice areas, ensuring consistent planning and delivery, with a clear approach to measuring impact, risk management, data collection and analysis.
- Work closely with the Safeguarding Lead for oversight of all safeguarding approaches and policies, ensuring our systems, policies and processes are regularly reviewed and functioning effectively.
- Oversee sound financial management by Managers, working closely with the Head of Operations and Finance lead to set and monitor income and expenditure, and to manage and mitigate risks.
- Responsible for reporting on the overall delivery of the programmes and ensuring partnership directors and key stakeholders are kept up to date on the progress of delivery, including budget, interdependencies and the identification/resolution of risks and issues.
- Identify opportunities for innovation to enhance both service delivery and operational efficiency

Income Generation and Sustainability

- Support the Drive Deputy Director in the development of growth and business development strategies for our core areas of focus
- Support the Drive Deputy Director with identifying opportunities for the pipeline and mobilising your team to progress bids and submissions at both strategic and operational level

External Relations

- Working closely with the Drive Deputy Director, build a strategic approach to engaging and maintaining strong and effective relationships with Service Provider leaders and Commissioners
- With the support of your Managers, lead on the strategic engagement and relationship management of Service Provider leaders and Commissioners, acting as a consistent point of contact for all Commissioners
- Working closely with the Managers, strengthen programmes' strategic approach to partnership development, scoping and building new practice and programmes partnerships where needed, and ensuring partner relationships are strong and accountable

The Drive Partnership

Drive Head of Programmes

Person Specification

Person Specification		Essential	Desirable
Leadership and people			
1.	Significant experience in a Senior/Executive Leadership position for an organisation with an income over £1m/year	X	
2.	Experience of embedding collaborative leadership approaches in teams and management structures	X	
3.	Experience of managing growth and/or change within an organisation	X	
4.	Experience of partnership and /or matrix working and of leading a diverse team from multiple partners	X	
5.	Experience championing a culture of continuous improvement and excellence	X	
6.	Experience of keeping momentum going within a busy team with competing priorities	X	
Program Oversight			
7.	Experience of managing a multi-site programme in collaboration with a diverse stakeholder group, while maintaining attention to detail	X	
8.	Experience of service delivery and/or design in the Domestic Abuse sector	X	
9.	Experience of risk management, including project risks, to ensure the right frameworks, mitigations, and robust reporting	X	
10.	Experience overseeing quality assurance and contract compliance	X	
11.	Significant experience of designing programme strategy and programme implementation	X	
12.	Up to date understanding of Safeguarding systems and processes.	X	
Knowledge			

13.	Understanding of the Domestic Abuse sector, Violence Against Women and Girls policy, commissioning frameworks, and safeguarding	X	
14.	Practical experience working within domestic abuse service delivery	X	
15.	Knowledge of trauma-informed practice and intersectional approaches	X	
16.	Knowledge of safe and effective interventions with perpetrators of domestic abuse across the risk and needs spectrum		X
Behaviours and values			
17.	Demonstrate a commitment to - and understanding of - the values, aims and objectives of Respect	X	
18.	To handle sensitive data with confidentiality and discretion	X	
19.	Commitment to meaningful anti-discriminatory practice, and equity, diversity and inclusion	X	
20.	Willingness to travel	X	

Terms and Conditions

- 25 days holiday a year plus public holidays
- Pension scheme with Aviva. Respect will contribute 6% in addition to your contribution (minimum 2%)
- Employee Assistance Program
- Clinical supervision where appropriate
- Staff discount scheme
- Flexible working
- Enhanced Family Leave policies
- Enhanced sick pay
- Working for a Living Wage employer
- Long service additional leave days

The Drive Partnership

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 Sunday 16th November
Preliminary interview with NFP:	Wednesday 26th and Thursday 27th November
First interview:	Monday 8th December
Final interview:	Week commencing 15th 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.