

Drive Deputy Director Candidate Information

October 2025

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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 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 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.

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 Deputy Director

Position:	Drive Deputy Director
Reports to:	Director of Drive
Salary:	£60,441 - £61,632 (Band 56-57) 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
Reports to:	Drive Director

Job Description

Purpose

To work alongside the Drive Partnership Director to provide strategic and practice leadership across the Partnership team.

To hold responsibility developing robust business plans for our core programmes of work, ensure each area has a co-ordinated focus on income generation, with a strong pipeline in place for growth and / or sustainability.

To act as senior representative with commissioners, funders, governmental departments, statutory agencies, delivery partners and sector networks.

To lead on influencing policy, commissioning, and funding through active engagement in consultations and events.

Key duties and responsibilities:**Leadership**

- Alongside the Drive Director, provide joint leadership to ensure the Drive Partnership is financially robust, effectively managed and delivering high-quality programmes increasing safety for victim-survivors.
- Alongside the Drive Head of Operations, ensure the Partnership infrastructure is effective to sustain high-quality programmes and support growth, develop policies and systems as needed to support in this.
- Provide values-based leadership to the Head of Programmes which supports, motivates and challenges them to develop and support their team of Managers to deliver to a high standard.
- Actively promote a culture of collaboration, innovation, and co-production, ensuring that diverse perspectives are valued and integrated into decision-making processes.
- Work closely with the Board to instil confidence and ensure good governance, acting as the senior representative for Drive's programmes and income generation.
- Deputise for the Drive Director as and when necessary.

Programme Oversight

- Provide strategic leadership across the Drive Partnership portfolio of projects and programmes, with a particular focus around direction, e.g. where to take the programmes and what they might look like.
- Provide leadership and oversight of best practice, risk management and safeguarding processes and monitoring across all programmes of work reporting into governance structures across the Drive Partnership.
- Provide oversight and monitoring of commissioning services with key local and national government and departments, ensuring commissioned contracts are in line with the relevant programme strategy, and are financially viable.
- Act as escalation point for potential complaints and disputes that may arise in the delivery of programmes.

Income Generation and Sustainability

- Proactively build and nurture strategic relationships with key stakeholders, including individuals, corporate partners, public sector organisations, and charitable trusts.
- Take ownership of identifying funding opportunities, and leading relevant Managers to write high-quality funding applications and proposals as required, to secure both repeat and new income streams.
- Working collaboratively with the Drive Head of Programmes and Managers, develop a growth and business development strategy for each of our four core areas of work.

- Ensure effective delivery of programmes business development strategy through the production of operational plans with achievable targets, to be delivered by Managers with your support.

External Relations

- Working closely with the Drive Director and Drive Head of Programmes, build a strategic approach to engaging and maintaining strong and effective relationships with Service Provider leaders and Commissioners across England and Wales as we scale the Drive Project over the next 3-years
- Build the Drive Partnership profile externally through regular attendance of stakeholder events, consultations and conferences
- Build and maintain excellent relationships with external stakeholders, including central and local government, potential funders, sector and practice networks, engaging in consultations and roundtables to influence practice
- Working closely with our Policy, Public Affairs and Communication Team, initiate and support the development of policy positions and research papers grounded in best practice, drawn from learning and evidence across our programmes
- When required, act as a senior media spokesperson

Drive Deputy Director

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.	Ability to manage organisational risk at executive level	X	
Program Oversight			
5.	Proven experience in leading and developing service delivery strategies and/or business plans at a senior level, ideally in a domestic abuse charity or related services (such as mental health, substance misuse)	X	
6.	Ability to draw on depth of practical experience of service development and improvement, and of overseeing effective delivery and impact measurement	X	
Income generation			
7.	Demonstrable experience in income generation at a senior level.	X	
8.	Sound understanding of the sector in which the Drive Partnership operates, and the current / emerging policy and legislation that will inform, influence and impact programmes' growth and business development strategies.	X	
9.	Up to date understanding of commissioning in statutory or voluntary services.	X	
10.	Experience of developing business plans to build on programmes and leading on the successful delivery of business plans.	X	
External relationships			

11.	Strong negotiation and influencing skills with the ability to represent the Drive Partnership with senior representatives of external stakeholders	X	
12.	Experience of engaging and working collaboratively with external stakeholders	X	
Behaviours and values			
13.	Demonstrates a commitment to and understanding of the values, aims and objectives of Respect.	X	
14.	To be able to handle sensitive data with confidentiality and discretion	X	
15.	Commitment to meaningful anti-discriminatory practice, and equity, diversity and inclusion	X	
16.	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

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 Thursday 13 th November
Preliminary interview with NFP:	Monday 24 th or Tuesday 25 th November
First interview:	Thursday 4 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.