



National Systems Change: Senior Practice Development Lead

Candidate Information

December 2025

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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.

Good luck!

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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 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.

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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.

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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.

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Job Description

National Systems Change: Senior Practice Development Lead

Position:	National Systems Change: Senior Practice Development Lead
Reports to:	Drive Head of National Systems Change
Employer:	SafeLives
Hours:	37.5 hours per week with flexible working hours. Option for full-time or part-time hours open for discussion.
Salary:	£48,734- £49,771 per year plus London weighting if applicable
Location:	Home Working – with travel requirement
Travel:	You may be required to travel extensively throughout England and Wales
Contract:	Six-month fixed term contract
Benefits:	A generous package including 25 days holiday a year and public holidays, employee pension scheme with employer contribution, access to childcare voucher scheme, cycle to work scheme

National Systems Change

This development post is located within our National Systems Change programme. This programme is currently focused on four systemic gaps: Children's Social Care, Housing, LGBT+ communities, and Racialised Communities. You will play a key lead role in progressing our work on improving responses to domestic abuse for minoritised communities.

Additionally, the post will work alongside our Practice Team on the continuous development of the high harm high risk Drive Project intervention model. This is an intensive case management approach to high harm high risk domestic abuse perpetrators, that works alongside a co-ordinated multi-agency response, with the primary aim of reducing the number of child and adult victims of domestic abuse. You will draw together national learning from the delivery of the Drive Project to share across sites and improve the Drive Project model whilst also informing and learning from our wider system change work.

Main purpose of role

The National Systems Change: Senior Practice Development Lead will be responsible to the Head of National Systems Change and the Practice Manager assisting them with addressing systemic gaps in the provision of services and coordinated agency response to perpetrators of domestic abuse, and the ongoing development of the Drive Project model and practice.

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Key Responsibilities

Team Lead & Management Responsibilities

- Assist the Drive Head of National Systems Change in overseeing and supporting the work of the National Systems Change work programme
- Line manage the Drive National Systems Change Practice Development Leads, supporting them in their day-to-day workloads and fulfilling related management requirements
- Work with the Drive Head of National Systems Change, leads from each team to ensure the teams work plan is up to date and progress is monitored, reporting duties are completed and accurate, and ensure regular communication is maintained at a manager's level across the partnership.
- Fill in when required attending and/ or chairing meetings both internally and externally when the Drive Head of National Systems Change or other senior Drive colleague is unavailable
- Be the key link to the Practice Team, attending Practice Management meetings, and ensuring that NSC practice work is working in synergy with other practice areas

Stakeholder and Partnership Management

- Identify, build and manage relationships with key stakeholders and potential partners, building a collaborative approach to model development and systemic change
- Work alongside stakeholders and partners, including commissioned projects, to enable systems change
- Understand other key audiences and their needs; helping to ensure the Drive Partnership's communication on development and learning is done in a way that meets these needs

Developing and codifying National Systems Change Programme of work

- Co-ordinate the co-production, development and piloting of new ways of working and developing new intervention models
- Support the NSC Practice Development Leads to gather learning on process, practice, gaps and potential solutions from the NSC delivery areas and apply to ongoing development of the national systems change programme of work
- Analyse quantitative and qualitative data and learning and apply findings to develop the NSC programme of work
- Synthesise and summarise learnings and recommendations where required into papers and briefings on emerging areas for development
- Carry out ad hoc internal evaluation and consultancy projects on Drive partnership data and practice to generate further learning on emerging themes
- On-going development of guidance, best practice, template documents and training
- Support the development of quality standards and processes for oversight and quality assurance

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Sharing learning and development

- Share learning and development across the Drive partnership, delivery and commissioning partners and new emerging stakeholders
- Support and inform the development and implementation of training on the intervention, and on workforce development for statutory and voluntary sectors
- Support the ongoing process of sharing learning and the cross fertilisation of ideas and best practice across the work of Drive partnership organisations, partners and wider sector
- Gather learning from other DA perpetrator interventions to develop best practise in this area, ensuring they feed into other best practice development across Practice
- Build links with other relevant sectors, identifying best and emerging practice relating to perpetrator work and wider systems change approaches
- Develop and embed best practice solutions based on SafeLives and Respect and Social Finance research and policy.

Victim-Survivor Feedback

- Develop approaches to ensure that the voice of those who have lived experience of domestic abuse is involved, considered and reflected in our work.
- Work in collaboration with SafeLives Pioneers and Authentic Voice staff team that supports the work SafeLives Pioneers and victim-survivor voice.

Service User/ Perpetrator Feedback

- Develop appropriate approaches to ensure that the Drive service user experience, progress and feedback is considered and reflected in our learning and development of the Drive model and practice, as well as informing national systems change work.

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Person Specification

Lived Experience

We welcome and encourage people from minoritised groups to apply for this role. We recognise that working on systems change in relation to minoritised communities can be challenging when it relates to one's own experiences because discrimination often forms part of the problem and areas for change. We are committed to ensuring staff have effective support in place, and continuously review the impact of the work and what we can do to mitigate.

In addition, we 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 choose 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 and/or their lived experience of being from a minoritised group, it will be treated confidentially and will not be shared outside of the interview panel/Human Resources.

Skills and Knowledge
THE DOMESTIC ABUSE SECTOR A comprehensive knowledge of legal remedies, statutory and third sector services, sector initiatives and additional support available to both victims or and perpetrators of domestic abuse, including behaviour change work.
An excellent understanding of domestic abuse, including the impact on victims and their children, patterns of behaviour and risk and best practice in working with high-risk perpetrators, of domestic abuse.
NATIONAL SYSTEMS CHANGE Experience of working with perpetrators and/or victims of domestic abuse, including: <ul style="list-style-type: none">- those with protected characteristics for example with people from racialised communities and/or LGBTQ+ people- those with related/complex needs, for example substance misuse issues, mental health, offending history
Understanding of systems change, and experience of working on development project
DELIVERY Experience of developing, reviewing and monitoring the progress of new services and initiatives
Experience of effectively quality assuring and auditing case management practice and making recommendations to improve and develop practice
A comprehensive understanding of risk needs and how they are related.
An understanding of public protection arrangements, criminal justice system including policing, child protection, health and social care, housing support and of multi-agency/partnership working.
RELATIONSHIPS

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Ability to manage relationships, stakeholders and develop partnerships

Experience of working with multi-agency partnerships and/or other voluntary and statutory services involved in the response to domestic abuse, including influencing and encouraging partnership working on a case-by-case basis and at a strategic level.

MANAGEMENT

The ability to advise, support and coach staff at all levels of practice and management

The ability to think strategically and work at a strategic level with a wide-ranging network of stakeholders

The ability to manage a complex workload, across multiple geographic regions, and effectively meet reporting deadlines and the needs of a wide range of stakeholders

Ability to communicate, present and influence credibly and effectively both operationally and strategically across diverse audiences

Experience of managing and delivering projects that encompass data analysis, practice review and formulating recommendations

Ability to analyse and process complex data to clearly summarise and communicate findings and recommendations

LEGISLATION AND POLICY

An excellent understanding of and experience in safeguarding issues and procedures.

Knowledge of the legislative frameworks, available interventions and delivery agencies designed to reduce domestic abuse

Understanding and experience of information sharing, the requirements of the Data Protection Act, and how this relates to domestic abuse cases and domestic abuse programmes.

Personal Characteristics

Goal orientation

- Pursues tasks / goals with energy, drive and need for completion
- Is customer focused

Self-Management and Accountability

- Plans and prioritises work effectively
- Is solution focused
- Ability to demonstrate reflective practice both in terms of your own behaviour/actions, and interactions with others
- Accepts mistakes and is willing to learn from them

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Teamwork & collaboration

- Is able to work effectively with blended team of internal staff and external consultants
- Listens to the views of others
- Understands the impact of their behaviour on others and adapts behaviour where appropriate.
- Works collaboratively to problem solve and find creative ways forward

Flexibility

- Able to show adaptability and flexibility to respond to emerging needs and changing of focus.
- The job description is a general outline of the job duties and responsibilities and may be amended as the programmes develop. The post holder may be required to undertake other duties as may reasonably be required from time to time.

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

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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: 11th January 2026 at Midnight
Interviews: 20th and 22nd January 2026 - TBC

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.

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