

Drive Practice Adviser Team Lead Candidate Information

December 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.

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 Practice Adviser Team Lead

Job Description

Job Location:	Home-based, with travel to office/sites as required.
Responsible to:	Drive Programme Manager
Hours:	Full time (37.5 hours per week) Contract until March 2027
Grade:	Point 46-47, £48,734- £49,771 (a London Allowance will be applied to employees who live in London, plus 6% employers' pension subject to a minimum additional 2% contribution by the employee)

Purpose of the role:

The role of the Drive Practice Adviser Team Lead is to support the practice team in fulfilling their role whilst also acting as an expert advisor providing expert knowledge in Domestic Abuse to the Drive teams and to support the Drive central team in their work. We have extensive learnings from 10 years of delivery. The Drive Practice Advisor will play an important role in applying this best practice to new and existing delivery areas through training and providing sites with expertise of the Drive Project model, ensuring that local systems and processes are developed and adapted the for Drive Partnership and supporting the Drive Project service provider.

In addition to developing practice within the sites, the Practice Advisor Team Lead will ensure that learning is captured and applied to a continuing developing a national model and practice framework that is fit for further scale up and replication.

Your remit will include assisting the Drive Programme Manager in supporting and overseeing the practice team during a period of national roll out and with the ongoing support of existing Drive sites. This will involve supervising expert advisors and working closely with Implementation leads and other members of key teams across the Drive partnership reporting to the Drive Programme Manager, Director, and Deputy Director

Another key aspect of this role will be to establishing close working relationships with local PCC leads, police, multiagency partners and delivery providers in sites to ensure structures and processes required for effective Drive Project delivery are established during site preparation; quality of service development; consistency in the development of the Drive Project; fidelity to the evolving model across delivery sites.

The post-holder will be required to have some travel to/from London, and across national programme sites, as well as making effective use of technology such as Teams and Microsoft Office Suite.

During the set-up period of new sites, the Practice Team Lead will be responsible for managing key strategic stakeholder relationships and networks. This will include keeping stakeholder groups well

informed of progress to ensure that multi-agency links and working relationships are optimal. This will be particularly important in ensuring victim and child safety through establishing good working relationships at strategic and operational levels with IDVA and victim support services, social services, children's social care, the police and probation.

Alongside undertaking management and support tasks as a team lead the post holder is expected to not only support the practice advisors in site support but also be able to support sites in ongoing quality assurance ensuring they are operating in line with Respect standards, provide support for service managers and local Drive Partnership fellows in the ongoing development of sites and work as part of a central team to ensure ongoing networking and learning for all staff. The Practice Team Lead will use their existing relationships and links with experts in the domestic violence sector in this role. Alongside their expertise in the field of Domestic Abuse they may also have experience and understanding around related issues (for example mental health, child protection, substance misuse, CJS response, restorative justice and practice, DVPPs). They will bring this complementary knowledge to support the implementation leads, practice advisors and sites, and keep a watching brief on new research and reports on working with these issues and/or domestic abuse, putting forward recommendations for improvements.

Team Lead Responsibilities

1. Assist the Drive Programme Manager in overseeing and supporting the work of the Drive Project Practice Team
2. Perform a line management supervisory role for Drive Practice Advisors supporting them in their day-to-day workloads and fulfilling related management requirements
3. Perform a mentoring role to new practice advisors and play a key role in developing, supporting and maintaining a new team
4. Work with the Drive Programme Manager and Project Manager to ensure the teams work plan is up to date, tasks are completed on time and active solutions are put in place when challenges or barriers occur
5. Ensure regular communication is maintained at a manager's level across the partnership i.e. by active participation at relevant Respect and SafeLives managers meetings and feeding back into Drives work strands i.e. public affairs and communications
6. Support the Drive Programme Manager, REA team, Deputy Director and Director in completing quarterly dashboard and other reporting requirements
7. Fill in when required attending and/ or chairing meetings both internally and externally when the Drive Programme Manager/ Deputy director/ director is unavailable

Responsibilities during set up of a new site

Provide expert knowledge and advice on domestic abuse and perpetrator interventions to support the Drive set up team including the local Drive Fellow

1. Support Drive Project sites, set up teams and the Drive Fellow with your knowledge and experience of the field of domestic abuse, sharing best practice and sector wisdom to provide an informed backdrop for the oversight and development of the Drive model and practice.
2. Support Drive Project sites, set up teams and the Drive Fellow with advice and direction in relation to working with perpetrators of domestic abuse including assessing and managing risk.
3. Support Drive Project sites, set up teams and the Drive fellow with advice and act as a sounding board for issues around managing risk and responding to the needs of victims of domestic abuse and their children, particularly in regard to the IDVA model.
4. Keep a watching brief over new research and reports about best practice and relevant new information and sharing those which are relevant to the Drive Project.

Provide expert knowledge and advice during site set up to ensure that processes and systems are in place for successful delivery of the Drive service

5. Provide new Drive Project sites with expertise and knowledge of the Drive Project model
6. Develop and deliver training and work force development on the Drive Project model and best practice when working with high harm perpetrators of domestic abuse
7. Work closely with a local leader (a Drive Fellow) to understand the existing domestic abuse landscape, systems, processes and services and processes
8. Map strengths and gaps in the local system
9. Develop plans for adapting systems to fit to Drive's projects ways of working and best practice
10. Advise and assist with local stakeholder engagement
11. Support the process of procuring local service provider for the operational delivery the of Drive Project

Responsibilities for all sites and overall project management

Provide expert support and quality assurance to service providers in each site in line with Respect standards

12. Provide quality assurance on delivery via dip sampling, case review meetings and deep dives into cases. Identify internal and external challenges to achieving Drive project aims and any learning, recommending solutions to the Deputy Director and Drive Programme Manager.
13. Facilitate complex case discussions and act as a safeguarding officer in providing support for Drive partnership Service Managers and sites in the instance of safeguarding concerns, near misses or critical incidents. Feeding the learning

from these cases back to the Drive partnership central team to support model and practice development

14. Support each site that requires it (dependent on their length of delivery) through regular case reviews (either in person or by telephone conference) to identify individual support and disrupt requirements of Drive Service Users, discuss any barriers and how to resolve them, develop innovative responses and troubleshoot emerging problems
15. Support Service Managers and case managers particularly at the early stage of service delivery to ensure they are using the case management system accurately to evidence the work they are undertaking in the formulation of a case from risk management to outcomes and that data reflects this.
16. Support Service Managers to review and update risk assessments and management strategies to ensure that they are operationally robust and respond adequately to service users and are keeping all victims and children as safe as possible.
17. Support the Director and Deputy Director and Drive Programme Manager to ensure that Drive Partnership services recognise the needs and concerns of a diverse range of service users and addresses them appropriately working to provide a service that is as accessible, relevant and effective as possible.
18. Respect and value the diversity of the communities in which the Drive services are working. Undertaking diversity audits and developing a diversity improvement strategy for sites as required.

Support the ongoing development of the Drive model and promote the aims and ethos of the Drive Partnership

19. Ensure that all support and advice given is in line with Drive Partnership key messages and strategic objectives.
20. Embed and champion service delivery that is based on thorough assessment and individual intervention planning and that adopts the principles of the 'Support and/or Disrupt' continuum.
21. Support the "Drive Fellow" and service provider in the ongoing development and embedding of the Drive Project within systems at a local level supporting them to implement solutions when barriers to the Drive Project delivery are identified feeding learning back in to support national development
22. Support the Director and Deputy Director of Drive, Drive Programme Manager and Service Managers to develop a proactive approach to resolving barriers to achieving the Drive Project objectives with other professionals and services, empowering them to think differently and innovatively within safe limits.
23. Identify aspects of the Drive Project model and practice that require review and adaptation for reasons of effectiveness, impact or safety and contribute to the identification of changes required to address these issues.
24. Oversee and facilitate Service Provider implementation of amendments to the Drive model and practice based on learning.
25. Ensure fidelity to the Drive Project model across all sites, and in particular, ensuring consistency in development and delivery nationally as the model evolves and adaptations are made based on learning.

26. Design and deliver ongoing training, workshops, cross-site learning and sharing between areas in line with the Drive Partnership recommendations.
27. Contribute to the development of the model in relation to scale up and replication.
28. Support the Drive Partnership to review the service, offering reflections on inputs, outputs and outcomes and the views of stakeholders and service users.

Assist with overarching Drive Project management

29. As required, represent the Drive Partnership at local and national meetings and events, delivering training and presentations as required.
30. Be flexible and available to work in all types of statutory and voluntary sector environments.
31. Any other duties commensurate with the general level of the role and as directed by the line manager

EXPERIENCE/ABILITIES		Essential	Desirable
1.	An excellent understanding of the challenges and opportunities of the role of Drive Practice Advisors	X	
2.	Extensive experience of working with high harm perpetrators and victims of domestic abuse, and in particular, experience and knowledge of effective ways of working/engaging with high harm perpetrators of domestic abuse or clients with complex needs and challenging behaviour.	X	
3.	The ability to think strategically and work at a strategic level with a wide-ranging network of stakeholders	X	
4.	The ability to advise, support and coach staff at all levels of practice and management	X	
5.	Experience of working with those with related/complex needs, for example substance misuse issues, mental health, offending history		X
6.	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.		X
7.	Experience of effectively quality assuring and auditing case management practice and making recommendations to improve and develop practice		X
8.	Experience of developing, reviewing and monitoring the progress of new services and initiatives		X
9.	The ability to analyse and interpret complex data to extract, summarise and report on key findings		X

10.	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		X
11.	A demonstrable commitment to improving responses to domestic abuse across all agencies working in the sector.	X	
KNOWLEDGE			
12.	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.	X	
13.	An excellent understanding of the IDVA and MARAC process and best practice when working with high-risk victims of domestic abuse	X	
14.	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.	X	
15.	An excellent understanding of and experience in safeguarding issues and procedures.	X	
16.	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.	X	
17.	A comprehensive understanding of risk needs and how they are related.	X	
18.	An excellent understanding of the IDVA and MARAC process and best practice when working with high-risk victims of domestic abuse.	X	
19.	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.		X

BEHAVIOURS AND VALUES			
15.	Excellent communication skills (both written and oral) and the ability to communicate effectively with different audiences. Proactive, self-motivated and self-reflective, with a positive response to challenging situations and the ability to make effective use of support and supervision.	X	
16	Belief in the propensity for perpetrators to change their behaviour	X	
	Ability to recognise the importance of self-care and wellbeing and pro-actively engage with clinical supervision		
16.	Proactive, self-motivated and self-reflective, with a positive response to challenging situations and the ability to make effective use of support and supervision	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: 11th January 2026 at Midnight
Interviews: 29th and 30th January

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.