



Head of Influence

Candidate Brief

December 2021

Respect

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Welcome



Hello and thank you for your interest in our Head of Influence role.

As you'll see from the information in this pack, Respect is a growing charity in the domestic abuse sector. We're a second tier organisation whose key purpose is to support our sector to grow and thrive; to innovate and act as a catalyst for the development of practice and good quality service provision; and to influence public policy and bring about social change.

We're really delighted to have been able to create this Head of Influence post to shape and deliver our Influence programme over the next few years. The new postholder will join us at a pivotal time. The government is poised to publish its Domestic Abuse Strategy which – for the first time, and following a campaign by Respect and our Drive project partners – will contain a pillar focused on perpetrators. We are well positioned to continue to influence the direction and delivery of the strategy and to work with sector colleagues to ensure that statutory agencies develop meaningful programmes of work so that perpetrators are held to account and stopped from causing harm, and all survivors – including male victims and those in same sex relationships – are kept safe.

The new Head of Influence has a critical role to play in bringing our expertise and influence to bear in shaping government legislation, public policy and commissioning; helping to build our relationships with parliamentarians,



policy-makers and funders as well as with our partners in the sector; and overseeing our communications work as we seek to raise our profile.

You will be joining a thriving and growing organisation at an exciting time, with a committed, ambitious and friendly team who pride ourselves on the quality of our work and the supportive, creative and flexible working environment we've created.

I very much hope that you will want to join us to make this a reality and look forward to meeting you in person in due course.

Jo Todd
Chief Executive



About Respect

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

Founded in 2000, we have built our expertise over the last 21 years in what was then a fledgling sector, and recently have seen significant and rapid growth.

Today, we have an income of almost £3m per year and more than 50 members of staff and anticipate further growth over the coming years.

Vision and values

Our vision is to end domestic abuse. It's a simple ask and a daunting task. We know it will take generations of hard work to get there.

In the meantime, we want to live in a world where domestic abuse is not tolerated, where perpetrators are held to account and survivors' safety and wellbeing is centred.



Our values

We are pioneering

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

We are collaborative

We work in partnership with others who share our values to bring about individual, societal and systems change.

We are 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.

What we do

We know that we cannot achieve our vision on our own. The scale of the problem is just too big and complex for one organisation alone to solve. It requires coordinated action across society, with everyone – specialist service providers, statutory agencies, policy makers, funders and commissioners, community groups and many others – working together.

We have chosen to focus on three key strands of work, so that:

- Perpetrators of domestic abuse: are held accountable, offered the chance to change, and stopped from causing further harm
- Young people who cause harm to family members/carers or in their intimate relationships: are offered responses that recognises both their vulnerability and the risk they pose
- Male victims of domestic abuse: are supported to escape and recover from the abuse they have experienced through a range of responses designed to meet their needs



As a 2nd tier organisation, we provide leadership across three main themes:

Influence

- We use our expertise, and that of our members, to help shape thinking and to influence policy, practice and legislation
- We push for strategic, well-funded, cross-government, multi-agency responses to domestic abuse which ensure that perpetrators are held to account and the needs of adult and child survivors are centred

Support

- We provide leadership and guidance to our members and the wider sector and create opportunities for networking, mutual support and shared learning
- We provide training and workforce development to help both specialist and frontline services and individuals to develop their skills and expertise
- We set standards for, and accredit, specialist responses to domestic abuse, both for perpetrators and male victims, to ensure that this work is safe, effective and accountable

Innovation

- We work with partners to develop and test innovative new responses to domestic abuse and support their delivery and scale up, including: Make a Change, Change that Lasts Wales, Drive, Safe and Together



- We work closely with research partners to develop the evidence base which underpins our standards/accreditation, captures the learning from new developments, and disseminates and promotes good practice
- We deliver the Respect Phonenumber for perpetrators and the Men's Advice Line for male victims of domestic abuse

Respect has seen significant growth from small (less than £1m) to medium sized (nearly £3m) in just a few years and now has a staff team of 55 people.

The last few years have brought significant growth and change, not just at Respect but across the domestic abuse sector. Momentum has been building for a step change in tackling domestic abuse, and attitudes are shifting.

Last year Respect, with our Drive partners, led a **Call to Action** signed by over 70 organisations, which successfully persuaded the government to commit to a perpetrator strategy in the new Domestic Abuse Act.

With our partners we are now calling for the government to ensure that this perpetrator strategy is comprehensive, cross-departmental and multi-agency with sustainable funding to support its delivery.





Context for the appointment

We are thrilled to be recruiting for a Head of Influence to lead Respect's public affairs, policy and communications work. This is a new senior leadership role for Respect which is central to the delivery of our 2021-24 strategy.

We are looking for a bold, creative and strategic leader, with an exceptional track-record of influencing public policy, who embodies our values – pioneering, collaborative and accountable; is committed to our goals of holding perpetrators to account and putting survivors at the heart of all our work; and can help us to build on our successes and create and make the most of new opportunities.

As Respect's Head of Influence, you will be a key member of Respect's Senior Leadership Team (SLT).

You will:

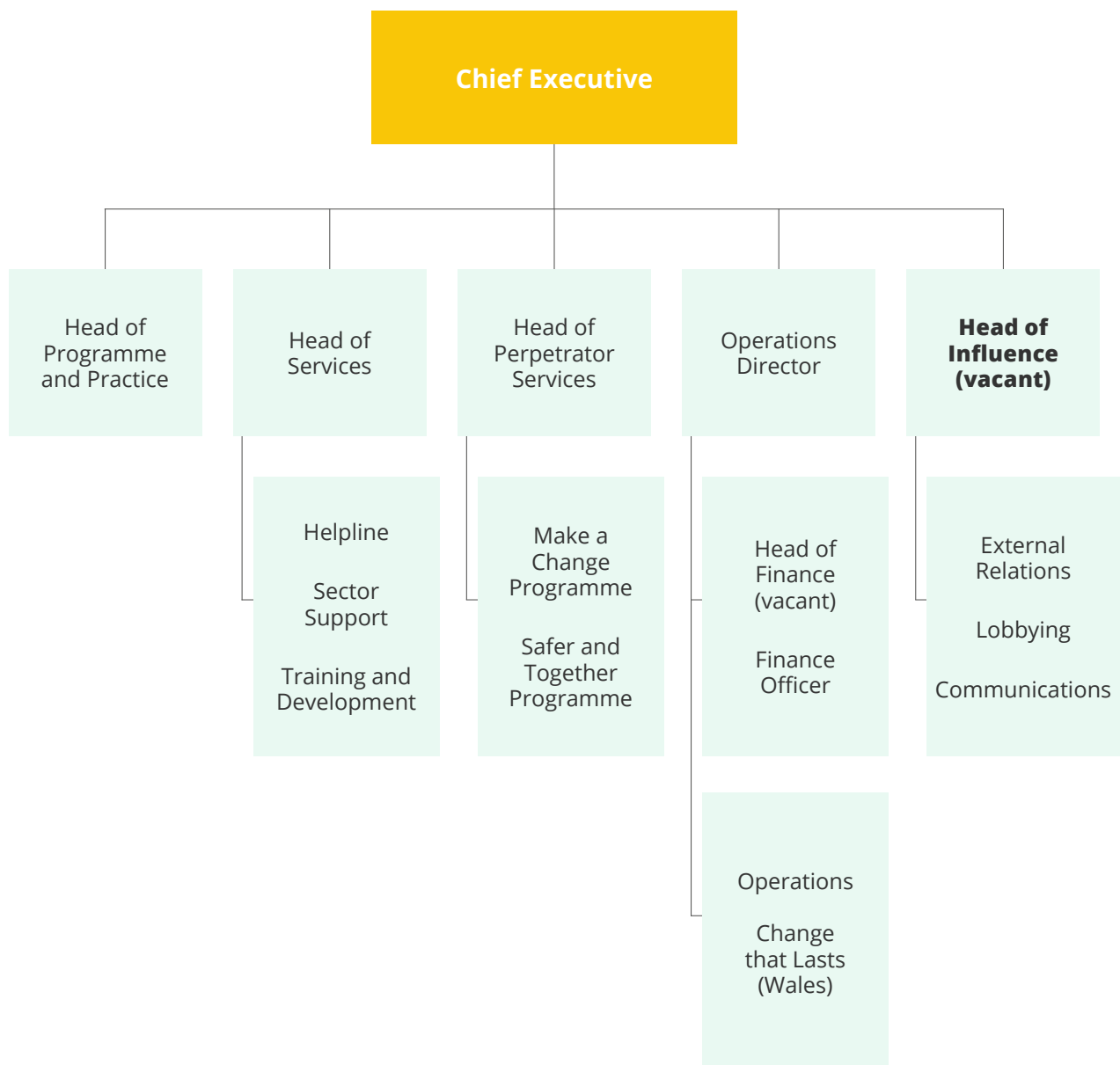
- Lead the development and implementation of our Influence strategy, underpinned by our broader strategic priorities
- Lead a compelling programme of engagement with our members, partners and stakeholders to help shape the government and public policy agenda
- Build strong relationships with those we seek to influence including policymakers, commissioners and parliamentarians
- Lead and shape our growing Influence team
- Help Respect to maintain our position of leadership in the sector, working with colleagues to ensure our influencing work continues to be underpinned by our subject matter expertise





Organisational chart

Management functions





Job description

Job title:	Head of Influence
Reports to:	Chief Executive
Direct reports:	Communications Manager; Drive Policy, Public Affairs and Communications Lead
Salary:	£54,635-£57,820 (Point 53-56) pro rata, including ILW
Hours:	Full time (35 hours) or 4 days (28 hours) per week
Location:	Hubhub, 20 Farringdon St, London, EC4A 4AB plus flexible homeworking
Benefits:	A generous package including 25 days holiday a year, 6% employee pension scheme, childcare voucher scheme, cycle-to-work scheme

Key responsibilities

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Leadership

You will:

- Provide strategic and operational leadership of Respect's influencing work
- Work with SLT colleagues to provide joint leadership of the organisation with a shared responsibility for the overall smooth running and effective management of Respect and delivery of our strategy
- Pro-actively engage in Respect's governance, including leading the Influence sub-group of our Board, attending Board meetings and attending other sub-groups and working groups as required
- Provide inspirational leadership to your team, which supports, motivates and challenges them to develop and deliver to a high standard, reflecting the values, aims and principles of Respect
- Work to ensure the sustainability and growth of the Influence team

Influence

You will:

- Help us paint a bold, ambitious picture of the change needed to transform society and end domestic abuse
- Work with the CEO and SLT to set the tone and agree the messaging for our policy and public affairs work, ensuring it aligns with our strategic aims across all three areas of our work (perpetrators, male victims and young people who cause harm)
- Develop a programme of public affairs work which is both proactive and able to be reactive
- Lead and shape our political engagement: grow, develop and maintain key relationships; create bold but achievable calls to action that inspire and galvanise political leaders and bring about real, tangible change
- Oversee our secretariat role for the All-Party Parliamentary Group on Perpetrators of Domestic Abuse, working closely with the Chair (currently Alex Davies-Jones MP) to ensure it is a useful vehicle for influencing and educating parliamentarians



- Strengthen and deepen our collaborative work with members, partners, sector colleagues and stakeholders to deliver cross-sector shared objectives
- Support Respect's members to understand the policy environment they operate in; advise them on the challenges and opportunities ahead and mobilise them to work together to tackle key issues of concern
- Oversee and grow our small Communications team (currently one Communications Manager and two part-time Communications Officers) to deliver Respect's Communications Strategy and work programme
- Work closely with our Drive partnership Public Affairs, Policy and Communications team to agree ways of working, areas of priority and develop a positive working relationship to ensure our messaging is consistent and we make collective best use of opportunities to influence
- Contribute to the development and implementation of our Digital Strategy, helping us to demonstrate the impact of our work to service users, policy makers, commissioners, stakeholders and our wider sector
- Guide our increasing engagement with mainstream media, social media and wider public audiences, identifying and maximising opportunities for us to get our messages – and those of our members – into the public domain in a way that visibly shifts public debate
- Oversee our output of policy positions, research, briefings, press statements and reports
- Represent Respect at external meetings, on committees and at events
- Support subject matter experts within Respect to improve their communication skills to continue to build Respect's expert reputation and influence



Operations

You will:

- Set ambitious but attainable workplans for the Influence team and monitor performance against objectives
- Hold strategic oversight of the financial management of Respect's influencing work, working closely with the Head of Finance to: set and tightly manage the Influence department budget; monitor spend and report variances at the earliest opportunity; ensure risks are flagged and take a proactive role in managing and mitigating them; report to SLT and Board as required
- Liaise with funders of influencing work, providing them with reports and updates as agreed and ensuring a positive working relationship is fostered
- Take responsibility for risk management relating to Respect's influencing work, reporting high risks to the SLT, Influence Group and Board, and taking prompt and effective action to manage and mitigate risk
- Support fundraising, particularly for influencing work, by inputting into bids and working with the SLT to shape the future direction of Respect's fundraising strategy and activities

Self-development

You will:

- Maximise own personal development by positively contributing to induction, training, line management and appraisal processes
- Identify own training needs in consultation with line management and take steps to ensure these are met
- Maintain close working relationships with colleagues across Respect that are trusting, respectful and productive
- Conduct all work in a way that reflects the values, aims and principles of Respect, promotes anti-oppressive and anti-racist practice, and complies with all Respect policies, procedures and guidelines
- Carry out any other duties as commensurate with this role





Person specification

Experience and skills

- Substantial recent experience working in a comparable role
- A track record of developing strong relationships with policy-makers, commissioners and/or parliamentarians
- A track record of successful influencing of government legislation and/or public policy which resulted in change
- Experience of working alongside subject matter experts to ensure critical messaging is evidence based
- A track record of quickly assimilating complex subject matter and distilling it into easily accessible and coherent briefings and messages
- Strong leadership skills and proven success in building and growing public affairs and/or communications teams which achieve high standards of performance and motivation
- Experience of trouble shooting and problem solving at a high level
- Excellent communication and relationship management skills
- Self-motivated and able to manage a complex work programme
- Able to adapt to a complex, changing landscape and shift priorities accordingly
- Experience in operational and financial management
- Experience of planning for sustainability and fundraising to ensure continuation of workstreams (desirable)

Knowledge

- An exemplary knowledge of the working of government and how to approach influencing policy
- An understanding of the root causes of domestic abuse and the experiences and needs of survivors (desirable)



Other requirements

- A commitment to and understanding of Respect's values and vision
- A commitment to being actively anti-racist, anti-discriminatory and anti-oppressive in your role
- Willingness to travel and work very occasional weekends and evenings as required

Qualifications

- No formal qualifications are required for this role



How to apply

For an informal conversation about the role, please contact our recruitment partner, NFP Consulting:

Carroll Lloyd Director | NFP Consulting
07765 001 033 carroll.lloyd@nfpconsulting.co.uk



Apply online www.nfpconsulting.co.uk/Respect-Influence

Application is by way of CV with a Supporting Statement that should set out your motivations for applying and how your work experience to date meets the scope of the responsibilities. As a general guide, your Supporting Statement should be around two sides of A4.

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

We always welcome and support applications from those who have personal experience of domestic abuse.

Closing date: 17th January 2022

Selection process and timescales

Stage 1:

First round of screening interviews will be conducted by NFP Consulting, which will be via video.



Stage 2: Wednesday 2nd February

The intention is to hold the second and final interviews on-site at Respect's offices and in full compliance with the legal requirements and Government guidance for the containment of the spread of COVID that apply at the time.

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 be taken into account in the selection process.

