



<b>Title of post:</b>	Domestic Abuse Perpetrator Navigator
<b>Location:</b>	Salem Street, Bradford. The post holder will be expected to travel anywhere in Bradford MBC
<b>Responsible to:</b>	Service Manager
<b>Salary Scale:</b>	£29,256 Full time 37.5 hours.
<b>Hours of Work:</b>	Core hours Monday to Friday 9.30-5.30 Note: The post holder is expected to flexibly deliver the service to meet the needs of the client, this may require adjusting hours on the day to ensure support to appointments or other activities/ interventions/ attending meetings that fall outside of these core hours.
<b>Contract:</b>	Permanent
<b>Special Provisions:</b>	The post is subject to enhanced disclosure and barring check, the results of which would not necessarily exclude applicants from consideration.  This post requires full driving licence and use of a vehicle.

### **Role Purpose**

The Domestic Abuse Navigator is an exciting role working with those identified as perpetrators of domestic abuse through the Integrated Offender Management (IOM) Police Team, who are based within the DA Unit. All referrals to the service are identified and referred from the IOM Team. Specifically, the post holder will work with individuals who have come to the attention of the Criminal Justice System and will be standard to medium risk. The primary role is to engage and provide early intervention and prevention to perpetrators to identify any areas of unmet need and to navigate them into the services to meet these needs.

The successful candidate will be based within the Bridge MARAC navigator service and will:

- Provide aspirational person-centred support through building a trusting relationship with the perpetrator to start to address issues that contribute to incidents of abuse.
- Proactivity and intensively conduct face to face work with the perpetrator to build all the networks of support that wrap around the individual to facilitate recovery, building and sustaining hope.
- Work as part of a wider team to build and evidence what future support should look like.

## **Main Duties and Responsibilities**

- Assertively make face to face contact and proactively engage with individuals referred through any and all routes such as, meeting at an individual home, Bridge Project, friends or family members home or any agreed place.
- Build a trusted and supportive relationship, individualising support for change through undertaking a mutually agreed personalised review of their support needs and levels of wider social and community engagement.
- Mutually identify and work together to overcome barriers and access a wide range of health and wellbeing services, providing appropriate advocacy and challenge where required.
- Provide creative person-centred solutions to the unmet needs of individuals who are hard to reach and engage.
- Proactively link and practically support individuals into the agreed appropriate agencies, services and community assets relevant to their expressed needs and the level of risk e.g. physical and mental health, domestic abuse services, sexual health, housing, drug and alcohol services, benefit claims, criminal justice services, employment, training and education programmes and any specialist support services as required etc.
- Liaise on a regular basis with the IOM Police Team spending a minimum of half a day per week in the Domestic Abuse HUB to discuss and review cases.
- Maintain appropriate case notes and administrative systems linked to the programme, including maintaining programme data performance/ evaluation systems.
- Produce high quality, accurate written reports and letters of support as and when required, this routinely includes reports for multi-agency bodies and letters outlining individual support needs as part of the overall package of care.
- Develop and maintain excellent working relationships with a full range of partner organisations, services and community programmes and assets.
- Attend project governance case review meetings, applying risk analysis skills and contributing to the exchange of relevant risk information, problem solve to make positive appropriate case direction decisions.
- Provide a pro-active response to any repeated incidence of domestic abuse working directly within the local multi-agency framework including MARAC and local partnership responses to domestic abuse.
- Apply reflective practice skills to evaluate work carried out.
- Contribute to training needs of other workers in this field.

- Participate in personal and professional development, updating knowledge as appropriate.
- Fully participate in Bridge's supervision and support structures.
- To recognise ones own personal and professional limitations and boundaries and discuss these at supervision and related support meetings.
- To undertake any additional duties, as directed by management which are commensurate with this post.

<b>Job title: Person Specification DRAMM Navigator</b>			
<b>Attributes</b>	<b>Essential criteria</b>	<b>Desirable criteria</b>	<b>How Identified</b>
Qualifications	<p>Qualified to Health and Social Care Level 3 or equivalent relevant qualification</p> <p><i>Or</i></p> <p>Qualified through appropriate work and life experience.</p>		<p>Application Form</p> <p>Interview</p> <p>Certificates</p>
Experience	<ul style="list-style-type: none"> <li>• Within the last 4 years at least two years' experience of successfully delivering support services to people experiencing multiple needs/ multiple disadvantage.</li> <li>• Experience of working with and/or managing high-risk cases therapeutically.</li> <li>• Experience of conducting person centred and strengths-based assessments of need and creating mutually agreeing action plans.</li> <li>• Experience of creating mutually agreed risk management plans.</li> <li>• Experience of working co-operatively within a partnership working environment/ model.</li> <li>• Experience of effectively managing risks associated with personal safety.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working with victims or perpetrators of domestic abuse.</li> </ul>	<p>Application Form</p> <p>Interview</p> <p>Certificates</p>
Knowledge and skills	<ul style="list-style-type: none"> <li>• Demonstrable skills in effective engagement and maintaining inspiring supportive relationships with individuals with multi-needs.</li> <li>• Demonstrates the skills of personal resilience, being tenacious and a strong ability to deal with difficult situations calmly, tactfully, responsibly and safely.</li> <li>• Demonstrates an understanding of the needs of chronically excluded and vulnerable people.</li> <li>• Applied knowledge of legislation in relation to safeguarding vulnerable groups, including children.</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrate skills in the use of motivational interviewing techniques.</li> <li>• Understanding of Trauma Informed Care approaches.</li> </ul>	<p>Application Form</p> <p>Interview</p>

	<ul style="list-style-type: none"> <li>• Adaptability in working patterns and style to provide a flexible approach in order to develop and deliver services which are accessible and responsive to the needs of clients.</li> <li>• Skilled cooperative communicator, with evidence of communicating clearly, concisely effectively (both orally and in writing) with individuals, groups, organisations and the public.</li> <li>• Evidence of having worked independently and under pressure, prioritising, planning and managing own workload on a day-to-day basis, using effective time management skills.</li> <li>• Skilled at preparing reports and letters and maintaining a care record to a high professional standard.</li> <li>• Skilled at using IT systems – email, word, and entering accurate data into IT databases/ spreadsheets.</li> <li>• Demonstrate motivation, reliability, commitment to clients, team and interagency working.</li> </ul>		
GENERAL	<ul style="list-style-type: none"> <li>• Willingness to keep abreast of relevant professional developments and to undertake training for the post.</li> <li>• The post-holder must adhere to Bridge Policies/Guidelines in force within the organisation.</li> <li>• A dynamic experienced practitioner.</li> <li>• The post-holder is expected to be flexible with regards to working hours in order to meet the requirements of the post.</li> <li>• Willingness to work within a performance managed environment and</li> </ul>		Application Form Interview

	<p>contribute to performance reporting.</p> <ul style="list-style-type: none"><li>• Willingness to contribute to the training and development of others, undertake regular supervision and appraisal in line with Bridge policies and actively participate in own professional/personal development and have clear resiliency strategies.</li><li>• Willing to travel in order to fulfil the requirements of the post.</li><li>• Conform to standards of dress, which reflects a professional service.</li><li>• This post requires a full driving license and use of a vehicle</li></ul>		
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