

Senior Independent Domestic Violence Advocate (Senior IDVA)

Job Description

Reports to: IDVA & IRIS Service Manager

Supervises: A team of IDVAs, providing guidance and deputising for the Service Manager when required

Location: Hybrid / remote, with some co-location work in Bromley & Croydon boroughs

Job summary / purpose

The Senior Independent Domestic Violence Advocate (Senior IDVA) provides high-quality, trauma-informed advocacy to survivors assessed as high risk of serious harm due to domestic abuse.

In addition to holding a complex caseload, the Senior IDVA provides day-to-day practice leadership and, where allocated, line management and supervision within the IDVA team. The Senior IDVA supports robust safeguarding practice, monitors risk management standards, and deputises for the Service Manager when required to ensure safe and effective service delivery.

This role combines advanced specialist advocacy with operational oversight, staff support and quality assurance responsibilities.

Main duties and responsibilities

Specialist High-Risk Casework

- Manage a complex caseload of high-risk survivors.
- Undertake comprehensive risk assessments (including DASH) and develop robust, survivor-centred safety plans.
- Provide crisis intervention and short- to medium-term advocacy.
- Support survivors with legal remedies, housing, health, welfare benefits and financial matters.
- Represent survivors at MARAC and other multi-agency meetings.
- Support survivors through Family Court and Criminal Justice processes.
- Identify and escalate safeguarding concerns for adults and children in line with procedures.

- Maintain accurate, confidential and timely case records.
- Ensure safe and planned case closures.

Practice Leadership & Supervision

- Provide formal or informal supervision to allocated IDVAs.
- Offer case consultation and guidance on high-risk and complex cases.
- Support appropriate caseload allocation and risk prioritisation.
- Promote trauma-informed, survivor-centred practice.
- Lead reflective case discussions to strengthen learning and consistency.
- Support staff wellbeing and resilience within a high-risk environment.
- Contribute to induction and mentoring of new team members.
- Promote cultural competency and culturally-informed practice.

Deputising & Operational Support

- Deputise for the IDVA & IRIS Service Manager when required.
- Support monitoring of team performance and service targets.
- Assist with file audits and quality assurance checks.
- Contribute to accurate data collection and performance reporting.
- Identify emerging risks, themes or service gaps and escalate appropriately.

Safeguarding & Risk Management

- Act as a safeguarding point of guidance within the team.
- Ensure consistent application of safeguarding procedures.
- Support threshold decisions and referrals.
- Monitor MARAC referrals and ensure action follow-up where appropriate.
- Promote effective information sharing and coordinated risk management.

Partnership & Multi-Agency Working

- Maintain strong working relationships with statutory and voluntary partners.
- Represent BCWA at MARAC and local partnership meetings.

- Support coordinated safety planning across agencies.
- Deliver awareness sessions or briefings where required.
- Promote BCWA services across Bromley and Croydon.

Quality & Compliance

- Ensure compliance with BCWA policies and safeguarding standards.
- Maintain high professional and ethical standards.
- Promote equality, diversity and inclusion.
- Participate in supervision, training and team meetings.
- Undertake duties consistent with the seniority of the post.

General Duties

- Act in accordance with and implement all BCWA's policies and procedures
- Attend and participate in regular training when required
- Attend regular supervision, staff and other meetings
- Undertake any duties consistent with the post as may be reasonably requested by BCWA

Person Specification

Essential

- An accredited IDVA Qualification.
- Significant post-qualification experience (typically 4+ years) working directly with high-risk survivors of domestic abuse, including complex case management, MARAC representation and multi-agency safeguarding.
- Experience of providing supervision, mentoring or line management within a domestic abuse or related safeguarding setting.
- Demonstrable ability to manage complex and high-risk cases.
- Strong understanding of safeguarding adults and children.
- Knowledge of civil and criminal justice remedies relating to domestic abuse.
- Excellent communication and case recording skills.

- Enhanced DBS clearance.
- Willing and able to travel when required to co-locations in Bromley & Croydon boroughs.

Desirable

- Leadership or management qualification.
- Experience contributing to audits or service improvement.
- Experience delivering training.
- Knowledge of harmful practices including honour-based abuse and forced marriage.

This document accurately reflects the requirements of the job at the time of issue but may be subject to change from time to time to meet the changing needs of the organisation.

Female applicants only. In light of the nature of the work, the candidate's gender is considered to be an occupational requirement in accordance with Schedule 9 (part 1) of the Equality Act 2010.

DBS checks. An enhanced disclosure will be sought in the event of a successful application for this post and therefore you will be required to give details of spent and unspent convictions. This post is subject to rehabilitation of Offenders Act 1974. A criminal record will not necessarily exclude you from this post but under the Act, we must have details. BCWA operates under the Criminal Records Bureau Code of Conduct.