

People Programmes Lead – Drive Partnership

Job Description

Location: Home-based with occasional travel

Responsible to: Head of Operations (Drive Partnership)

Salary: Point 42-45 £46,441 to £49,592 (a London Allowance will be applied to employees who live in London, plus 6% employers pension subject to an additional 2% contribution by the employee)

Hours: Full Time (37.5 hours per week)

Contract: Fixed term with funding until March 2027 and with a desire to extend this, based on securing additional funding.

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 25 years in what was then a fledgling sector, and recently have seen significant and rapid growth.

Our Vision

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 Focus

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 3 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

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- **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

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.

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. 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.

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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 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 role:

This is an exciting opportunity to play a pivotal role in the **Drive Partnership**, a collaboration between three organisations, SafeLives, Respect, and Social Finance. The Partnership works to stop perpetrators of domestic abuse, support survivors, and build systems that make families everywhere safe and well.

Reporting to the **Head of Operations (Drive Partnership)**, the **People Programmes Lead** is a new role to the Drive Partnership. It will lead the operationalisation of a new people and culture operating model across the Drive Partnership.

You will provide proactive, people-focused support across the full employee lifecycle for Drive Partnership employees working across the three different organisations, playing a key role in shaping inclusive, consistent, and evidence-based people practices that strengthen the Partnership’s culture and enable high performance. You will work day-to-day as a key member of the Drive Partnership’s central team, collaborating closely with HR colleagues

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from SafeLives, Respect, and Social Finance to share best practice and ensure consistency across Drive staff from the three organisations.

You will be working with three separate organisations policies, processes and cultures, this is not a traditional people and HR role. You will need to be a strong collaborator and creative to find solutions to bring efficiency, clarity and a positive working culture for all Drive Partnership staff. The role will suit a proactive, operationally disciplined, people centred professional that thrives in collaborative, mission-driven environments and enjoys implementing systems and processes to improve the efficiency and culture of organisations, building relationships, and navigating complexity.

Key Responsibilities

People Process Development and Implementation

- Work with the Head of Operations and the Strategic HR consultant to build and maintain clear project plans to implement the new HR and people systems and processes agreed by the board of the Drive Partnership
- Work with the HR functions in the individual organisations, Drive Partnership SLT, and the Drive Partnership Board, establishing trusted relationships, to implement and embed efficient and collaborative ways of working
 - Manage the delivery plan, ensuring actions are followed up and implementation of new processes are embedded into business as usual
 - Define and use HR metrics and data to provide insight and drive continuous improvement across all people practices.
 - Maintain delivery dashboards and risk logs

The Drive Partnership Employee Experience

- **Develop and implement recruitment & onboarding** processes in line with new operating model, including; implementing agreed recruitment workflow and approval routes, ensuring consistent onboarding journeys are delivered for all Drive Partnership staff, and be a conduit between the HR teams in each of the individual charities to ensure operational clarity across partners.
- **Develop and implement Performance Management & 1:1 Infrastructure** across the Drive Partnership. Work with the Head of Operations and the Strategic HR consultant

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to embed efficient an matrix management system across the partnership, ensuring managers understand and apply agreed processes .

- **Develop practical tools and templates** for managers to support clarity in performance management processes
- **Conduct and analyse exit interviews**, producing actionable insights to inform retention and engagement strategies.

The Drive Partnership Culture Development

- Support the Drive board, staff to create and embed a strong and inclusive culture that reflects the Partnership’s values and mission.
- Contribute to projects to strengthen diversity, equity, and inclusion across the Partnership.
- Champion employee engagement and wellbeing — analyse feedback, identify trends, and implement initiatives that enhance the employee experience.
- Participate in leadership and Board meetings, contributing to discussions on people and organisational effectiveness.

Policies and Compliance

- Work closely with HR teams in Respect, SafeLives, and Social Finance to align HR policies, processes, and systems where possible.
- Where the Drive Partnership introduces new systems or shared tools, translate requirements into delivery tasks, coordinate stakeholders and timelines, support implementation and rollout, and ensure systems are embedded into daily practice.

Self-development

- Acting in a professional manner whilst at work including when representing Respect
- Maximising own personal development by positively contributing to induction, supervision, training, appraisal, and team meetings (as appropriate)
- Undertaking training as directed by management and identifying own training needs in consultation with line management and taking steps to ensure these are met
- Conducting all work in a way that reflects the aims and principles of Respect, promotes anti-oppressive and anti-racist practice, and complies with all Respect policies, procedures and guidelines
- Carrying out any other duties as commensurate with this role

We would particularly welcome applications from people from a wide range of backgrounds and across all protected characteristics¹, particularly people from the following under-represented groups on our staff team:

- Black and minoritised people
- Deaf and disabled people

We would also warmly welcome an informal chat about the role, if you are interested but unsure whether you meet the requirements or would be suitable (see contact details below).

Please see below for **Person Specification**.

Closing time and date for applications: 26th May 2026 at 9am

Please send completed application forms to: operations@respect.org.uk

¹A list of protected characteristics can be found [here](#)

Person Specification

EXPERIENCE/ABILITIES		Essential	Desirable
1.	Experience in HR operations or workforce processes with exposure to the full employee lifecycle, ideally across multiple organisations or partnerships.	X	
2.	Experience implementing process change with a strong follow-through and accountability mindset	X	
3.	Strong operational project management experience, ideally in HR, people and culture and operations.	X	
4.	Ability to turn ambiguity into structured delivery plans	X	
5.	Excellent communication and interpersonal skills and comfortable working in matrix or partnership environments	X	
6.	Familiarity with shared services or federated models		X
7.	Experience implementing systems or operational tools		X
8.	Experience of developing and implementing EDI strategy		X
9.	Ability to interpret HR data and translate insights into practical actions		X
KNOWLEDGE			
10.	Knowledge of UK employment law, HR policy, and best practice.		X
APPROACH			
11.	Ability to demonstrate a commitment to - and understanding of - the values, aims and objectives of Respect, and the partnership	X	
12.	Commitment to meaningful anti-discriminatory practice	X	
13.	Willingness to be flexible travel and work occasional weekends and evenings as required	X	
14.	Collaborative and solutions-focused approach	X	