



Person Specification

Job title: Domestic Abuse Outreach Worker

Knowledge and experience You are required to have an understanding/experience of:	Essential	Desirable
The impact of domestic abuse on individuals and the whole family.	✓	
Understanding the barriers to accessing service and the challenges faced by family members with: <ul style="list-style-type: none"> • Additional needs and disabilities, • BAMER, • LGBT+, • Males, • Young adolescents, • Care leavers. 	✓	
Child/Adult protection issues and the legal responsibilities surrounding these issues.	✓	
The principles and application of risk assessment (DASH), safety planning and risk management for children, young people and their families.	✓	
Equal opportunities and diversity issues in policy and practice.	✓	
The MARAC (Multi-agency Risk Assessment Conference) process and the principles of how, why and when a client should be referred.		✓
Providing emotional and practical support to survivors of domestic violence.	✓	
Delivering time limited and planned group interventions focused on the whole family. Any direct support offered to the whole family would be an advantage		✓
Managing multiple and complex caseloads.	✓	
Working with children and young people on a 1-1 basis and as a whole family or be willing to work towards.		✓
Establishing operational partnerships and protocols, within a multi-agency context.		✓
Managing a crisis and working under pressure.	✓	
Freedom Programme delivery knowledge and experience	✓	✓

Skills and abilities You are required to:	Essential	Desirable
Hold a relevant domestic abuse accredited qualification.		✓
Relevant degree, NVQ3 qualification and or other training, learning around – Social work, Law, children and families, youth, law, therapy, mindfulness.	✓	
Have exceptional computer and literacy skills and have experience of using a database to maintain accurate and up-to-date client records.	✓	
Have excellent communication and advocacy skills.	✓	
Mindfulness, alternative therapy, counselling would be an advantage.		✓
Have strong client crisis management skills and the ability to deal with stressful and emotionally difficult situations.	✓	
Demonstrable strong written and verbal communication skills; to be able to write reports, deliver presentations, and to communicate with stakeholders in a clear and effective way.	✓	
Personal qualities You are required to:	Essential	Desirable
Be compassionate, empathic of your client and their families situation.	✓	
Be enthusiastic and creative when developing and delivering work.	✓	
Act with integrity and respect when working with all clients, agencies and individuals.	✓	
Recognise your limitations and embrace strengths working as part of a wider team.	✓	
Other You are required to:	Essential	Desirable
Hold a full driving license, drive a car and hold business insurance to be able to carry out any project work.	✓	
Have a flexible approach to work, some work can take place outside normal office hours to meet the needs of the service.	✓	
Undertake an enhanced Disclosure and Barring check (DBS).	✓	
Attend training for continued personal and professional development as and when required to meet the needs of the role.	✓	

*NIDAS is committed to providing equal opportunities for all, irrespective of age, disability, race, sex, religion/belief, sexuality, gender identity, marital/civil partnership, pregnancy/maternity and working patterns.

We strive to be an inclusive organisation that appropriately represents all the communities we serve.