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**Next Link Person Specification**

 **Female Support Worker: Southmead & BRI Hospital based IDSVA**

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|  | **Essential** | **Desirable** |
| Qualifications |  | * IDVA qualified
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| Skills | * Ability to train professionals on domestic abuse including how to identify victims and refer
* Strong numeracy, written communication and organisational skills
* The ability to undertake effective casework management and support planning with evidence of a methodical and well organised approach to work
* Ability to work in partnership with a wide range of statutory and voluntary agencies, to achieve outcomes for service users
* The ability to provide respectful, non-judgemental, and confidential support to survivors.
* The ability to encourage survivors to take control of their lives and set realistic objectives and goals.
* Maintaining professional boundaries, show resilience and reliability under pressure
* Ability to work as part of a team demonstrating a flexible approach
* Excellent level of IT literacy, operate case management systems and ability to carry out own administrative workload.
 | * Ability to work with a recovery focused approach
* Ability to apply psychologically informed practice
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| Experience | * Proven experience of working with women / men and children who have survived domestic abuse
* Experience of delivering group work and / or training
* Experience of supporting high risk victims
* Experience working with the police, Lighthouse and MARAC.
* Experience of assessing the risks and needs of vulnerable people who have experienced domestic abuse and/or complex needs
* Experience of co-producing short and longer term risk management, safety planning and support with survivors and their children experiencing Domestic Abuse
* Demonstrable experience of being proactive rather than reactive: focuses on preventing problems in the future rather than just resolving immediate issues
* Experience of lone working and able to work on own initiative.
 | * Experience of working in a hospital/health setting
* Experience working with people with mental health needs, substance misuse , other complex needs
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| Knowledge | * Knowledge of criminal and civil legal remedies and housing law relating to domestic abuse
* Knowledge of Domestic Abuse risk assessment tools including DASH and extensive understanding of the MARAC process
* Knowledge of health and safety issues specific to survivors fleeing domestic abuse and lone working
* A thorough understanding of safeguarding relating to vulnerable adults and children, including how and when to report concerns
* Up to date knowledge of the welfare benefits system and the ability to ensure service users maximise their benefit entitlement
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| Values | * A commitment to the Victim’s Code of Practice
* Commitment to diversity and equal opportunities at work
* Commitment to service user participation and involvement
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| Other | * Be available and committed to be part of the out of hours on call rota and work flexibly including some Saturday mornings on a rota basis
* A current, full driving licence and access to appropriate motorised transport
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*Next Link is committed to safeguarding and promoting the welfare of children, young people and adults at risk of abuse, and expects all staff and volunteers to share this commitment. Next Link is committed to Equal Opportunities. \*Due to the specific requirements of this role, this post is exempt under the Equality Act (2010), Part 1, Schedule 9 (Genuine Occupational Requirement)*