



Thank you for your interest in joining Savera UK and being part of a thriving and growing team and a specialist charity organisation working to end 'honour'-based abuse (HBA) and harmful practices

About Savera UK

Savera UK a registered charity (No. 1145464). Savera UK is working to end 'honour'-based abuse (HBA) and all harmful practices, through direct interventions and safeguarding, advocacy, education, engagement, awareness-raising and campaigning for policy, attitude and behaviour change

Vision				
A world without 'honour'-based abuse and harmful practices				
Mission				
We will end 'honour'-based abuse and harmful practices				
Values				
Respect: We respect the views of others and ensure we listen and make an effort to understand other people's opinions, while challenging harmful attitudes which do not align with Savera UK values	Inclusive: We value the importance of culture and are committed to creating a fair, understanding and accessible environment within and outside of Savera UK.	Compassion: We work with empathy and solicitude and provide a safe and supportive environment. We will go the extra mile ensuring needs and safety are met, no matter how challenging it may be.	Innovation: We are leaders in driving a movement of change and use our unique, specialist knowledge to inform how we approach this. We value an original and creative approach to problem-solving and are receptive to new ideas.	Ambition: We are led by our strong belief that everyone has the right to safety and security without living in fear. We strive to transform lives, change attitudes, deliver outstanding services and inspire change that has the power to save lives.



Job Description

Post: Direct Intervention Manager (Women only)

Contract: Full-time (permanent, subject to funding)

Salary: £34,500 per-annum

Accountable to: CEO

An occupational requirement under Schedule 9 (part 1) of the Equality Act 2010, the post holder must be female under the Sex Discrimination Act, 1975 Part 7 to meet the needs of the majority of our service users.

Are you passionate about making a difference and ready to take on a new challenge? Join us as the Direct Intervention Manager, where you will play a pivotal role in leading, development and execution of SaverA UK's Direct Intervention service.

This is a diverse and dynamic role, where you will be dealing with complex and sensitive subject matter. You will be expected to build on your existing knowledge of or passion for human rights by proactively developing a deep awareness of the multi-layered, and ever-changing nature of our work.

You will be part of a small and very supportive, highly expert, and effective team, who work at pace without compromising on quality or attention to detail.

You will also become the custodian of our carefully developed brand, which possesses qualities of authenticity, power, and challenge. This is an exciting time to join SaverA UK as we embark on a journey to amplify our message and drive change.

Job Summary

As the service manager you will manage all aspects of the Direct Intervention (DI) service and manage its team to deliver high quality and expert intervention and a person-centred approach to those at risk of 'honour'-based abuse (HBA) and harmful practices. You will have responsibility for students on placement and volunteers with the DI service and create an environment that is safe for our clients, staff and volunteers.

You will be required to maintain the current partnership and build future partnerships where relevant to the DI service and the organisation across professionals. Work closely with the internal SaverA UK team to develop and translate our ambitious plans into reality.

Dimensions

- This post reports directly to the CEO.
- Required to work with the Communications team to ensure relevant information and case studies and to encourage client's involvement to help with the organisation's campaign messages and amplify the voices of our survivors.
- The post-holder will work closely with the Communications team for all the organisation's branding and create impactful communication to different audiences for impactful engagement.
- The post-holder will have line-management responsibilities for all staff under their responsibilities including volunteers and student placement within the Direct Intervention team.
- Working and supporting the CEO, you will be required to contribute to the development of the organisation's strategies and development, as and when required.
- Responsible for reporting and updated of the Community and Engagement Project.

Operational and Management Responsibilities:

- Manage and monitor all aspects of the day-to-day operations of the Direct Intervention service, including line management of staff, students on placement (required to hold Practice Educator or be trained in taking the responsibility of the organisations Practices Educator) and volunteers.
- Create relevant procedures in line with the organisation and ensure they are implemented and updated, as required.
- Ensure all evaluation and monitoring processes are implemented and develop relevant processes to ensure up to date record keeping and data
- Responsible for financial targets, and budgets adhered to, as required (this includes client grants and activities/programme/service budget).
- Implement strategies to improve delivery and service development.
- Effectively manage information received from Clients, Partners and Staff through any channels of feedback, ensuring we are addressing service issues and constantly developing standards and products in line with organisational standards and procedures.
- Responsible and ensure the organisation H.R. procedures are followed including all of health and safety and safeguarding. Develop other process/guidance where necessary and be the point of contact for any safeguarding and risk management.

- Where appropriate, you will be required to write funding bids and offer support with fundraising opportunities.
- Provide assistant and management responsibilities when required during other senior managers absence and team require guidance.
- To uphold the values of Savera UK, and all aspects of its confidentiality and Data Protection policies at all times, for the clients and the business of the organisation.
- To work closely with the wider team of Savera UK; participate and contribute to all levels of communication and engagement.
- Ensure that all materials and communications used are accurate and always represent and reflect the Savera UK brand.

Direct Intervention Responsibilities:

- To manage and deal with all day-to-day issues of any clients, and referrals into the DI and manage the caseload.
- To manage and develop a delegation plan with the team to ensure all aspects of the Direct Intervention service and responsibilities are covered at all times, this includes the management of all referrals, helpline, activities and programmes and all emergencies.
- If required, to hold a small caseload and cover staff cases if short-staffed.
- Liaise with relevant professionals to escalate any safeguarding concerns highlighted by the team.
- Ensure a high level of communication to deliver best response and service provision.
- Maintain comprehensive, accurate and timely recording of all case records.
- Manage and support the team on any complex client issues and ensure the service is accessible to all those who need our help by safeguarding, showing advocacy, advice and providing information.
- Develop and deliver range of ways to ensure regular reviews of cases and ensure best practices.

Essential Skills

- Higher Education diploma/degree in a related subject or/and equivalent, with substantial experience working in a relevant role: providing direct intervention of safeguarding, advocacy and emotional intervention, especially within 'honour'-based abuse and harmful practices/ or within domestic abuse and charity setting.
- Significant experience in running a day-to-day service that deals with complexity and at times requires fast and emergency responses.

- Substantial experiences in managing record-keeping and client's management system.
- Demonstrate a track-record of working across diverse communities and culture, in particular communities where 'honour'-based abuse & harmful practices are considered more prevalent.
- A detailed understanding of, and demonstrable commitment to, the core beliefs, values and objectives of Savera UK.
- Substantial experience of understanding financial and project budgeting
- Significant experience of leading, motivating, mentoring, and coaching other members of staff to succeed in their roles and performance.
- Excellent experience of developing and implementing new initiatives and community projects.
- A confident communicator and experience of influencing and managing relationships at different levels, in communities where HBA and harmful practices is more prevalent.
- Substantial experience of risk management and responding promptly to mitigate all risks and health and safety.
- Demonstrate experience in fundraising and project bid writing.
- Project Management Expertise: Demonstrates proficiency in project management, with a keen attention to detail and the ability to juggle multiple tasks and priorities simultaneously.
- Act as the main point of contact within your project for any safeguarding concern/risk and report the appropriate and responsible person in line with the Savera UK safeguarding and risk management policies.

Personal Quality:

- Passionate Advocate: Demonstrates a genuine passion for human rights and social justice issues, with the desire to truly contribute to ending 'honour'-based abuse and harmful practices.
- Resilient, with the ability to handle adversity and challenge in a positive way.
- Highest possible levels of personal integrity and ability to maintain trust, sensitivity and confidentiality at all times.
- Inclusive, compassionate and authentic leadership style.
- Able to work independently and as part of a team.
- Demonstrable ability to foster a positive, values driven culture where staff at all levels are supported and empowered to succeed.

- Flexible and adaptable attitude towards work.
- Innovative thinker with a drive to continually improve.
- The ability to pay attention to detail and understand the importance of the organisation's communication and branding.
- Can reflect on and learn lessons from experience and to analyse how effectiveness of a project or intervention.
- Creative Problem-Solver: Possesses strong creative thinking and problem-solving abilities, capable of developing innovative solutions to challenges.
- Strong Communication Skills: Excels in both written and verbal communication, with the ability to craft compelling messages and engage diverse audiences effectively.
- Collaborative Spirit: Works well in cross-functional teams, building strong relationships and fostering collaboration with internal stakeholders, external partners, and agencies.
- Project Management Expertise: Demonstrates proficiency in project management, with a keen attention to detail and the ability to juggle multiple tasks and priorities simultaneously.
- Significant evidence of working under pressure, as well as encouraging innovative ways to support staff

Other requirements:

- Knowledge of relevant Government Policies around 'honour'-based abuse and harmful practices, Domestic abuse/violence and any other relevant legislation.
- Demonstrate knowledge of understanding the communities affected by 'honour'-based abuse and harmful practices locally, regionally, and nationally, with an excellent awareness of cultural, social and health issues.
- Undertake relevant courses to gain further knowledge and understanding.
- Quick learner.
- To be familiar with relevant policies concerning Health & Safety at work, Safeguarding and relevant health-related policies
- To carry out any other duties commensurate with the role, as required by the CEO and Board

Location: The post holder location/office will be Liverpool based but will also need to work where relevant/required including traveling, therefore a full, clean driving licence and to own car is essential, mileage would be reimbursed with any that used to deliver the role



Office base: Please note that due to the nature of our work and for security purposes, we do not disclose the location of the post until the successful candidate is appointed. However, we can confirm that our registered head office is around 30 minutes' walk or 15/20

Savera UK provide all staff with:

Holiday: 28 annual leave and bank holidays

Pension: Employer contribution of 3% gross of employment

Training and Development: Savera UK provide training and personal development opportunities and CPD training

Wellbeing: external supervision and other wellbeing opportunities



How to apply

Download and read the Job Description and Person Specification below from the SaverA UK website (<https://www.saverauk.co.uk/work-for-us/>)

SaverA UK will consider applications from candidates who have comparable qualifications and experience for the role advertised. Please send a CV and covering letter, outlining your suitability for the post, and complete the equal opportunities monitoring form.

Applications that don't include a covering letter, as specified, will be automatically rejected.

Following receiving your CV and covering letter, SaverA UK may ask you to complete a further application form, to help us gather further information. Ensure your covering letter is clearly relates to the essential specification required for the role, as detailed in the job description

Closing date for applications: 12pm 25th October 2024

The recruitment process will be in two stages. If you are shortlisted, SaverA UK will be in contact to arrange an informal 20-minute chat about the role and your interest in it. SaverA UK will then invite candidates who progress to the second stage to an in-person interview, which will comprise competency questions and a task on which they will be asked to present back to the interview panel. Candidates will be provided with information for the task, for which will be sent to you ahead of the interview.

In-person interviews are expected to take place in late October/early November 2024. Please inform SaverA UK, when you apply, if there are any dates during that time that you cannot attend.

All applications will be treated in strictest confidence. For any enquires, and to send your CV covering letter, and equal opportunities form directly to recruitment@saverauk.co.uk