

Role Profile

Job Title:	Violence Against Women & Girls & Domestic Abuse Strategy Manager
Location:	Colindale
Department:	Violence Against Women & Girls
Directorate:	Family Services
Grade:	L
Salary Range:	£60,819 - £67,810
Reports to:	Assistant Director Children Safeguarding

1. Job Purpose:

To lead Barnet's strategic and operational response to Domestic Abuse (DA) and Violence Against Women and Girls (VAWG), including full strategic oversight of the Barnet Domestic Abuse Support Hub (BDASH) now delivered in-house. The post will ensure a coherent, multi-agency, high-quality approach that improves outcomes for adult and child victims/survivors, strengthens early identification and intervention, and reduces harm and risk across the borough.

The role provides strategic leadership to commissioned and in-house services, partnership boards, specialist programmes, and training offers, ensuring alignment with the DA & VAWG Strategy 2025–29 and statutory responsibilities.

2. Key accountabilities/duties/responsibilities:

- To provide strategic leadership on all aspects of domestic abuse and VAWG, including the effective operation, development and performance of BDASH, MARAC, community engagement and the wider VAWG programme.
- To ensure a joined-up multi-agency system that delivers effective identification, risk assessment, early intervention, and long-term support.
- To oversee commissioning, contract management, performance frameworks, and continuous improvement of DA/VAWG services.
- To offer specialist advice to senior leaders, councillors, partners, and practitioners, and ensure Barnet meets all statutory duties under the Domestic Abuse Act 2021. To facilitate and negotiate improved multi-agency working on DVA and VAWG issues in Barnet on behalf of

the Safer Communities Partnership, providing specialist support and guidance to partners, members, senior management of the council and colleagues. Reviewing and commissioning specialist DVA and VAWG services and projects, monitoring and evaluating performance, risks and issues. Seeking and securing funding to further enhance Barnet's response to DVA and VAWG.

Strategic Leadership

- Lead the borough-wide strategic approach to DA and VAWG, ensuring policies, procedures and services reflect best practice and national guidance.
- Set strategic direction for BDASH, ensuring the model delivers safe, effective and high quality support to victims/survivors.
- Provide leadership across the VAWG Strategy, BDASH, MARAC, IRIS training programme, and the borough's prevention and early intervention work.
- Act as the Council's strategic lead across regional and national forums, representing Barnet effectively.

Operational Oversight of BDASH

- Provide strategic management oversight for BDASH, including triage, referral pathways, engagement, risk assessment, co location, MARAC preparation, and case escalation pathways.
- Ensure BDASH delivers a flexible, accessible multi channel offer for self referrals and professional referrals (telephone, email, form, in person).
- Monitor service delivery, performance, demand, timeliness and risk management within BDASH, ensuring compliance with SafeLives standards.
- Work closely with the BDASH Team Manager to oversee staffing, capacity planning, supervision expectations, and complex case oversight.

Partnerships & Multi Agency Coordination

- Chair, co chair or support multi-agency boards and forums, including the VAWG Delivery Board, VAWG Forum, and other strategic groups.
- Strengthen operational and strategic partnerships across police, health, housing, third sector, education, and safeguarding services.
- Ensure effective multi agency information sharing protocols, escalation routes, and joint safety planning arrangements.

Service Development & Commissioning

- Commission VAWG and Domestic Abuse services, including specialist support, training and prevention programmes.
- Lead contract management, service reviews, evaluation and continuous improvement activity.
- Identify service gaps and develop new initiatives, including opportunities for grant funding and external investment.

Performance, Quality & Governance

- Develop and monitor performance indicators for BDASH and all DA/VAWG commissioned services, using data to drive improvement.
- Produce high quality reports, dashboards, analysis and updates for senior management, elected members, and partnership boards.
- Ensure robust governance, including risk management, auditing, safeguarding compliance and data quality.
- Provide leadership on any Domestic Homicide Reviews, learning reviews, and service-wide learning dissemination.

Workforce Development, Training & Community Engagement

- Oversee the IRIS programme and the DA & VAWG Training and Community Engagement Specialist role.
- Ensure high-quality partnership training, professional development and community awareness across Barnet.
- Support a whole-system approach to cultural competence, trauma-informed practice and early identification of DA.

Case Consultation & Specialist Advice

- Provide expert consultation to partners and senior managers on high-risk or complex DA/VAWG cases.
- Ensure effective escalation routes and risk decision-making in BDASH.
- Support the management of local reputational, legal and safeguarding risks.

3. Promotion of Corporate Values

To ensure that customer care is maintained to the agreed standards according to the council's values. To ensure that a high level of confidentiality is maintained in all aspects of work. Our values:

Caring / **L**earning to Improve / **I**nclusive / **C**ollaboration

4. Flexibility

The jobholder may be required to carry out other reasonable duties commensurate with the grade, as requested by line manager. This job description is not exhaustive and may change as the post or the needs of the Council develop. Such changes will be subject to consultation between the post holder and their manager and, if necessary, further job evaluation.

5. The Council's Commitment to Equality

To deliver the council's commitment to equality of opportunity in the provision of services. All staff are expected to promote equality in the workplace and in the services the council delivers.

PERSON SPECIFICATION

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Criteria	Essential/Desirable	Assessed by:
Professional Membership/Qualification		
Educated to degree level.	Essential	Application
Significant leadership experience in Domestic Abuse services or Children's Services.	Essential	Application
Basic training in management competencies.	Essential	Application
Experience & Knowledge		
Significant experience across domestic abuse and VAWG, with in depth understanding of complex DA dynamics, risk management, MARAC, and intersectional needs.	Essential	Application
Experience managing or strategically overseeing DA/VAWG operational services, ideally including IDVA or similar frontline models.	Essential	Application/Interview
Experience of leading multi agency partnerships and influencing senior stakeholders in statutory and voluntary sectors.	Essential	Application/Interview
Experience commissioning services, managing budgets, and leading service transformation.	Essential	Application/Interview
Strong understanding of the Domestic Abuse Act 2021, safeguarding legislation, information sharing requirements and governance arrangements.	Essential	Interview
Health and Safety Policies and Procedures	Essential	Application/Interview
Skill & Ability		
Ability to lead strategic programmes and oversee operational delivery in a high-risk, high-demand service.	Essential	Application/Interview
Ability to recruit, manage and develop a staff team.	Essential	Interview

Ability to analyse data to drive service improvement and understand system-wide impact.	Essential	Interview
Ability to manage change and stress in self and others	Essential	Interview
Excellent written and verbal communication skills with proven ability to engage councillors, senior officers and partners.	Essential	Application/Interview
Strong ability to challenge, negotiate and influence across complex systems.	Essential	Interview
Skilled in developing and sustaining strategic partnerships, breaking down barriers, and driving multi-agency improvement.	Essential	Interview
Good organisational skills	Essential	Application/Interview
Able to make decisions and delegate tasks appropriately	Essential	Interview
Ability to manage a budget	Essential	Application/Interview
Able to make clear, timely decisions in high-risk environments.	Essential	Interview
Proven ability to handle sensitive, confidential and complex situations with sound judgement.	Essential	Application/Interview
Values & Behaviours		
Caring		
Integrity- I work with candidates and colleagues in a way that builds trust.	Essential	Interview
Empathy- I say "thank you" and "well done" where appropriate, and take time to 'check in' to see if the people I work with are ok	Essential	Interview
Support- I support my colleagues to deliver excellent services. I focus on resolving any issues and capturing lessons learnt	Essential	Interview
Learning to Improve		

Insight- I regularly rely on evidence and professional standards to support my work and decision making.	Essential	Interview
Agile-I am fully empowered to act within the scope of my role	Essential	Interview
Growth Mindset- I take responsibility for my own personal development, growth and learning and support others with their learning and development where I can	Essential	Interview
Inclusive		
Personal Responsibility- I am curious about what is important to others around diversity. I reflect and act upon this curiosity to improve my own understanding	Essential	Interview
Engage with discomfort- I am open to and reflect on what makes me uncomfortable and use my engagement with others to challenge myself and constructively challenge others	Essential	Interview
Champion Diversity- I recognise the advantages and importance of equality, diversity and inclusion in delivering outcomes for residents, and take an active role to ensure they are implemented and integrated in everything I do.	Essential	Interview
Collaborative		
One Team- I actively and purposefully build my network of relationships with people across the Council and with partners. I proactively seek feedback and evidence as a way of learning from and improving the way I work with others	Essential	Interview
Accountable- I accept responsibility for my own actions and decisions, and demonstrate commitment to ensuring these align to what is best for Barnet	Essential	Interview
Outcomes Focused- I adapt my way of working to best suit the outcome we are trying to achieve within the scope of my role and professional standards	Essential	Interview