
Head of Specialist Team and Survivor Engagement

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Are you passionate about supporting victim-survivors of economic abuse to thrive? Are you a senior leader with strategic experience of leading frontline/second tier domestic abuse services? Are you bold and pragmatic and willing to find solutions to complex problems? Do you recognise the importance of survivor voice? Are you excited by our work and mission, and do you embrace our feminist values?

If so, we'd love to hear from you! We particularly encourage applications from individuals from communities that are under-represented within SEA.

About SEA & why we are needed

At Surviving Economic Abuse (SEA) we deal with one of society's biggest issues. One in six women reports that a former or current partner has controlled or is controlling their economic resources – money and the things it can buy such as food, clothing, transportation, and housing.



Through economic control, abusers limit women's freedoms, they steal their futures, and, in far too many cases, they take their lives. Yet too few people are aware of economic abuse – even those who experience it.

We are the only UK charity dedicated to raising awareness of economic abuse and transforming responses to it. The speed and scale of our growth since 2017 is evidence of how much we are needed. We may be young, but we are already creating big waves.

Our successes so far

- Calling for economic abuse to be named and defined within the Domestic Abuse Act (2021)
- Securing an amendment to the Serious Crime Act (2015) to criminalise post-separation abuse making post-separation abuse – including economic abuse – a criminal offence.



I pay special tribute to Surviving Economic Abuse, which has campaigned on the issue of post-separation economic abuse with such determination and skill, in response to concerns raised by victims and survivors.

Baroness Lister, House of Lords



- Working alongside our partner Money Advice Plus to advise the scriptwriters of Coronation Street on a coerced debt storyline, bringing economic abuse to the attention of over 5 million viewers.
- Lending our research to an HSBC awareness-raising campaign about economic abuse, bringing the issue into the mainstream.



I've seen these posters and was thrilled to see such impactful messaging. Raising awareness AND offering immediate solutions – bravo!

Member of the public via Twitter



SEA's approach

Our work is led by victim-survivors of economic abuse (Experts by Experience). Their lived experience and knowledge shapes everything we do. We are always learning, and we share our expertise via a national working group and an international network of practitioners, researchers, and policymakers. Partnership working has also been crucial to SEA's growth.

SEA's new strategy 'Making Waves' (2022-25) sets out what we intend to achieve in the next three years across four strategic priorities.

1. Public understanding and behaviour change



2. Professional response and systems change



3. Legal, regulation and public policy change



4. Survivors, partnerships, evidence, and equality



These priorities are linked via a continuum of advocacy approach which seeks to extend women's space for economic action at every level of our work:

- Empowering individual women to recognise and name their experience of economic abuse, know that help is available and have access to information and resources to support their economic safety.
- Building the capacity of professionals within frontline organisations to recognise economic abuse, advocate effectively for economic safety and address the systems issues (within organisations and at sector/industry level) that facilitate ongoing control by an abuser.
- Ensuring that an understanding of economic abuse is reflected within national legislation, regulation, and policy.

Purpose

The work of our specialist team supports the delivery of our strategy priorities through influencing professional responses to economic abuse within domestic abuse and financial services, including through systems change at organisational and sector/industry level. The team also facilitates survivor engagement across all of SEA's work.

The long-term aim of this work is to:

- Expand victim-survivor's space for economic action; and
- Close down abusers' control and hold them accountable for their behaviour.



92%

of team members say they are very happy/happy working at SEA.

Head of team responsibilities

As Head of Specialist Team and Survivor Engagement, you will combine practice experience with an innovative and strategic mind-set. You will hold overall responsibility for:

- Ensuring that the work of the specialist team is aligned with the change goals outlined in SEA's three-year strategy.
- Supporting and line managing Managers to develop strategy and implement projects for maximum impact,
- Supporting Managers with recruitment.
- Mentoring and coaching Managers, nurturing their strengths and motivating them to achieve strategic and developmental goals.
- Managing Manager's performance against expectations, including workloads and ensuring work is progressing on track.
- Strategic oversight of the SEA and Money Advice Plus (MAP) partnership to deliver an effective and sustainable Financial Support Line and national Casework Service, including providing management support for the National Lottery Project Manager.
- Ensuring Managers work together in an integrated way across SEA and MAP.
- Final sign-off on grant decisions or deliverables as necessary.
- Safeguarding - working with the Women's Sector Manager to develop an organisational understanding of how emotional well-being/a trauma-informed approach should be integrated across SEA's work.
- Ensuring all operational plans and management practices support Managers and their line reports to take care of their wellbeing - including, but not limited to, mental, physical, and economic health.

Senior Leadership Team (SLT) responsibilities

As outlined above, SEA's Senior Leadership Team (SLT) members are responsible for the delivery of SEA's three-year strategy. As a member of this team, you will:

Leadership

- Articulate the Team's direction.
- Inspire and motivate through inspirational and trust-building leadership.
- Role model and champion SEA's values and behaviours in all your work.

Strategy and operational planning

- Lead annual operational planning and decision-making, including budgets and KPI reporting.
- Contribute to the quarterly CEO report to Trustees and attend relevant Trustee Committee or Board Meetings as requested.
- Attend and contribute to twice monthly SLT meetings which involve - identifying, reviewing, and mitigating operational and organisational risks; reviewing and acting upon financial and management information; reviewing partnerships and managing relationships etc.
- Support and/or lead on cross-organisational initiatives as appropriate.



Apply to work for SEA at a time when we have never been more needed.

Key issues for us in FY23-24 include the cost-of-living crisis, the new Consumer Duty and the Victim's Bill.



The role

Job Title: Head of Specialist Team and Survivor Engagement

Reporting to: CEO

Responsible for: Women's Sector Manager and Financial Services Manager; and jointly responsible for the Service Manager (National Lottery Project) in partnership with Money Advice Plus. Matrix management of National Lottery Project Manager.

Location: Home-based

Salary: £45k per annum

Contract: Full-time (37.5 hours). 12 months fixed-term contract (with a view to extend)

Key skills and experience required

To apply for this position, you should be able to demonstrate the following attributes, skills, and experience:

Essential attributes

- A feminist perspective on how protected and intersecting characteristics such as sex, race, disability, sexual orientation, marriage/civil partnership and gender reassignment, as well as socio-economic status may impact people's lives.
- A commitment to the values of SEA and our survivor-centred approach in practice, for example, SEA's new women's services, single-sex exemptions, and trans-responsiveness policy.
- A demonstrable interest in economic abuse.
- An understanding of the voluntary sector and how it works.

Essential experience

- Experience of working in a similar role at a senior level, with a background in leading and working within frontline domestic abuse services.
- Experience of working in or closely with by-and-for organisations.
- Experience in engaging groups under-represented in services.
- Trained & experienced in safeguarding.
- Experience in leading a team/function and managing budgets.

Essential skills

- Exceptional leadership and management skills, including the ability to develop and nurture a team remotely.
- Strong understanding of how race shapes experience & responses to domestic abuse.
- Confidently able to deliver new and dynamic ways of working in fast changing, challenging and untested environments.
- Bold in approach and thinking with ability to identify pragmatic solutions to complex problems.
- Strong project management skills, able to deliver projects or programmes of work on time and on budget.

Additional information

- This role is home-based. A laptop and telephone are provided, and travel expenses are covered.
- The team meets monthly, virtually and in person in London & York.
- Due to the nature of our work and this role, appointment will be subject to satisfactory Disclosure and Barring Service (DBS) check and references.



Celebratory, positive working environment, open to change and suggestions – we share knowledge and improve things. We are focused on the main goal of helping survivors – and everyone's contributions are valued

SEA team member



Working for SEA

At SEA, we live our values. We are a friendly, thoughtful, and caring team. We celebrate each other and our achievements and there is a real sense of connectedness, even though we work remotely.

SEA adopts a strengths-based approach to objective setting and appraisals, and we invest in individuals and teams. We have recently been through an external audit to help us develop an inclusion plan which includes working toward implementing the violence against women and girls' sector anti-racism charter – putting an end to unequal partnerships where unhealthy power dynamics systematically disadvantage Black and minoritised women's organisations and Black and minoritised women working in the VAWG sector.

SEA is supported by advisors and ambassadors who lend their expertise and connections to our work. We are governed by a supportive Board of Trustees.

SEA is a feminist organisation and applies an intersectional approach to our work. We are committed to promoting a diverse and inclusive team which reflects the communities we support. Our culture celebrates diverse voices, and we particularly encourage applications from individuals from communities that are under-represented within SEA

Our values

We welcome applications from people who share & demonstrate commitment to our values.



What we offer:

- Flexible working hours
- Working from home
- Monthly all-team meetings – virtual and face-to-face
- 25 days annual leave
- 5 days wellbeing leave
- Pension contribution
- Reflective practice – as a team and individually as needed
- Employee Assistance Scheme

[Hear more about SEA from our CEO here](#)

To apply:

[Click here to complete your application](#)

[Click here to complete your EDI form](#)

- Deadline for applications: 9 am Monday 13th Feb 2023
- Interviews week commencing 27th February 2023
- For an informal discussion about the role, please contact Amy Brooker, Executive Assistant: amy.brooker@survivingeconomicabuse.org

This post is only open to female applicants as being female is deemed to be a genuine occupational requirement under Schedule 9, Paragraph 1 of the Equality Act 2010



Surviving Economic Abuse (SEA) is the only UK charity dedicated to raising awareness of economic abuse and transforming responses to it. We work day in, day out to ensure that women are supported not only to survive, but also to thrive.

Get involved

If you would like to get involved in our work:

Follow us on Twitter:

@SEAreSource

Learn more about economic abuse at:

www.survivingeconomicabuse.org

Access useful resources at:

www.survivingeconomicabuse.org/i-need-help/

Join our international network:

www.survivingeconomicabuse.org/international-network/

Raise funds or donate to us:

www.survivingeconomicabuse.org/donate