



JOB DESCRIPTION & PERSON SPECIFICATION

NETWORK (IRIS AND ADVISE) DEVELOPMENT MANAGER

Salary:	£33,486
Hours:	Full Time (35 per week)
Location:	Home-based, with some national travel. Work will involve attendance at both virtual and in person meetings (dependant on COVID guidelines) and attendance at Team Meetings in Bristol as required.
Annual Leave:	25 days p.a. plus 8 bank holidays (pro-rata)
Pension:	3% pension contribution (after successful completion of four-month probationary period)
Probationary period:	Four months
Employer:	IRISi
Tenure:	Permanent
Reporting to:	Network Director, IRISi

OVERVIEW

IRISi is a social enterprise established 2017. IRISi's vision is a world in which gender-based violence is consistently recognised as a health issue. Our mission is to promote and improve the healthcare response to gender-based violence (GBV) through health and specialist services working together. We are working towards having a suite of evidence-based health, domestic abuse and sexual violence programmes that can be commissioned locally.

IRIS (Identification and Referral to Improve Safety), our flagship intervention, is an evidence based, domestic violence and abuse programme specifically developed for general practice, comprising of training, support and a direct referral route for patients. We have developed a social franchise approach to enable the sustainable spread of the IRIS Programme.

The ADVISE (Assessing for Domestic Violence and Abuse in Sexual Health Environments) programme is IRISi's second evidence-based intervention which can be commissioned and which was launched in 2021. ADVISE adapts the IRIS programme for use in sexual health clinics.

THE ROLE

This post is an opportunity for an exceptional individual to develop and scale up the network of IRIS and ADViSE sites by bringing in new business to IRISi and securing commissioning of our interventions in new sites to agreed targets. The Network Development Manager will promote the IRIS and ADViSE programmes, seeking out and developing business opportunities. The postholder will establish and maintain relationships with key individuals interested in implementing IRIS and/or ADViSE, nurture and develop initial interest and provide pre-launch and launch support to new sites. The postholder will work closely with the Network Director and with the rest of the network team (Regional Managers and Senior Regional Managers). This is a great opportunity to be part of improving the healthcare response to gender-based violence (GBV) and to join a growing, ambitious and dedicated team at IRISi.

DUTIES AND KEY RESPONSIBILITIES:

To pro-actively promote both the IRIS and ADViSE programmes

- To plan a programme of promotional activity that supports and contributes to the scaling of IRISi's products
- To monitor the success of promotional activity through data collection and analysis
- To speak at VAWG and health sector conferences and events
- To network with potential IRIS and ADViSE partners and potential commissioners
- To respond to, generate and follow up leads
- To convert leads into business and increase the number of sites where IRIS and ADViSE are commissioned
- To share and promote evidence-based learning.

To support the identification and recruitment of new stakeholders

- To confirm the suitability of potential partners and to work alongside the commissioners to achieve this
- To be responsible for the implementation process.

To support stakeholders to secure funding to deliver IRIS and/or ADViSE locally

- To support stakeholders to determine the budget needed to deliver the programme locally
- To provide consultancy and support to partners and commissioners in securing funding.

Pre-launch support/programme implementation:

- To manage relationships with key partners, providing consultancy and support
- To agree key deliverables with partners and commissioners
- To work closely with all relevant partners to confirm and deliver to the launch requirements and timeline.

Network Support

- To facilitate and encourage peer support and learning across and between IRIS/ADViSE sites
- To listen to, gather feedback and ideas from IRIS/ADViSE teams
- To participate in the planning and delivery of one-off training sessions and other events developed for the IRIS/ADViSE network, as required.

Support of National Work

- To act as a champion of IRISi's programmes and work
- To share and promote evidence-based learning
- To contribute to national research and liaise with other partners as appropriate
- To seek up-to-date knowledge on research and community developments relevant to the post
- To support collection of data on the effectiveness of the programmes in local sites
- To support the integration and analysis of those data at a national level
- To use the findings to further enhance the programmes
- To present the findings to funders and commissioners to secure ongoing and further commissions.

Participating in the organisation

- To uphold IRISi values
- To act in accordance with IRISi policies and procedures
- To attend and contribute to team meetings
- To be self-supporting in the role managing most necessary administration
- To attend and participate in training when required
- To attend and participate in regular line management
- To undertake any duties consistent with the post, as may be reasonably requested.

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ESSENTIAL

Values and ethos

1. Commitment to the vision and mission of IRISi. See www.iris.org
2. Commitment to and understanding of domestic abuse from a feminist perspective
3. Commitment to anti-oppressive practice and a commitment to challenge sexism, racism, and other forms of discrimination

Attitude

4. Motivation to build bridges between health and VAWG services
5. Highly motivated and highly organised
6. Conscientious and hardworking on own initiative and flexible to meet needs and priorities
7. Positive attitude towards problem-solving
8. Persuasive and confident approach in meetings and with colleagues of all levels

Experience

9. Experienced in the field of violence against women and girls
10. A track record of making a difference in practice, ideally involving support for vulnerable women
11. A track record of successful promotional and business development work
12. A track record of working successfully to targets and deliverables
13. Experience and competence as a public speaker who is effective in provoking interest, building understanding, and inspiring her audience
14. Experience of planning and managing a complex workload, meeting targets and deadlines

Knowledge

15. Good understanding of domestic abuse and sexual violence and its impact on survivors and their children
16. Understanding of the gendered nature of violence and abuse, and of the impact of multiple, intersecting oppressions (including sexism, racism, homophobia, ableism) and the consequent barriers for some survivors of domestic abuse to accessing health and other services
17. Good understanding of monitoring and evaluation tools and/or frameworks

Skills and abilities

18. Ability to build relationships and communicate with a range of stakeholders including commissioners, third sector managers and chief executives, clinicians and frontline staff
19. Skilled in motivating and improving the practice of staff for whom the post-holder does not have line management responsibility
20. Organisational skills to manage the collection of data to sustain delivery of a service
21. Ability to gather, interpret and process complex information
22. Ability to multi-task, reorganise priorities at short notice and work proactively and reactively
23. Ability and willingness to work flexible hours including some early mornings and evenings, and to attend virtual and in-person meetings across the UK

- 24. Excellent written and verbal skills
- 25. Competence with Microsoft Office and online training platforms

DESIRABLE

- 26. Educated to degree standard
- 27. Experience in helping to disseminate the findings of a programme.