



JOB DESCRIPTION AND PERSON SPECIFICATION IRIS REGIONAL MANAGER

Salary:	£32,029
Hours:	35 per week
Location:	Home-based supporting London sites. Work will involve attendance at both virtual and in person meetings (dependant on COVID guidelines)
Employer:	IRISi
Tenure:	Fixed-term to 31-3-22 (3-month probationary period) with the potential for three-month extension subject to funding
Reporting to:	IRIS Programme Director, IRISi

OVERVIEW

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. 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.

THE ROLE

This post is an opportunity for an exceptional individual to promote, support and implement the nationwide IRIS programme across a number of boroughs in London. The Regional Manager will work closely with IRIS teams in various sites to implement, support, guide and oversee the programme. This is a great opportunity to be part of improving the healthcare response to domestic abuse and to join the ambitious and dedicated team at IRISi.

SPECIFIC AREAS OF RESPONSIBILITY:

To deliver and develop IRIS programme in sites

- To liaise with local decision makers in health and specialist providers
- To deliver presentations and workshops to secure ongoing interest in the IRIS model, including scaling the model for continued local delivery
- To generate and follow up leads with additional relevant partners increase the reach of the IRIS programme

- To support IRIS partners to work within budget to deliver the programme locally
- To enhance current programme literature by incorporating local and national data
- To share and promote evidence-based learning

Training

- To review and update existing IRIS training materials
- To run train the trainer courses for local teams to equip them to deliver the IRIS programme locally
- To coordinate and run national training and development days for the IRIS advocate educators and clinical leads
- To provide ongoing needs-led support and guidance for the national advocate-educators and clinical leads

Managing IRIS programme implementation at IRIS sites

- To manage relationships with key partners in health and VAWG services
- To provide consultancy and support to potential partners and commissioners
- To ensure the programme runs as intended according to agreed timescales and deliverables, including supporting the on-going recruitment of local teams
- To provide ongoing support and maintain supportive relationships with all local stakeholders
- To analyse feedback and project data to promote improvements in service delivery and practice e.g., through identifying training needs and addressing barriers
- To initially lead and manage local steering group meetings and then provide ongoing participation and contribution

Support of National Work

- To act as a champion of the IRIS model and programme
- To share and promote evidence-based learning
- To monitor systems to ensure that the IRIS project is meeting the requirements of its funders
- 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

Evaluation

- To support collection of data on the effectiveness of the programme at local sites
- To support the integration and analysis of those data at a national level
- To use the findings to further enhance the programme
- To present the findings to CCGs and others 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.

PERSON SPECIFICATION: IRIS REGIONAL MANAGER

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 primary care and the domestic abuse 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

Experience

8. Experienced in the field of violence against women and girls
9. A track record of making a difference in practice, ideally involving support for vulnerable women
10. Experience and competence as a trainer who is effective in provoking interest, building understanding and developing trainees' practical skills including provision of mentoring and coaching
11. Experience of planning and managing a complex workload, meeting targets and deadlines

Knowledge

12. A feminist perspective on how gender, social, economic, race, cultural, age, linguistic, religious and sexual orientation issues may impact on people's lives
13. Good understanding of domestic abuse and its impact on survivors and their children
14. Good understanding of monitoring and evaluation tools and/or frameworks

Skills and abilities

15. Ability to build relationships and communicate with a range of stakeholders including commissioners, third sector managers and chief executives, clinicians and frontline staff

16. Skilled in motivating and improving the practice of staff for whom the post-holder does not have line management responsibility
17. 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.
18. Organisational skills to manage the collection of data to sustain delivery of a service
19. Ability to gather, interpret and process complex information
20. Ability to multi-task, reorganise priorities at short notice and work proactively and reactively
21. Ability and willingness to work flexible hours including some early mornings and evenings, and to attend virtual and in-person meetings in London (subject to COVID guidelines)
22. Excellent written and verbal skills
23. Competence with Microsoft Office

DESIRABLE

23. Educated to degree standard
24. Experience in helping to disseminate the findings of a programme.