

Dear Applicant

Thank you for your interest in this post **Director of London's Sexual Violence Alliance**.

This application pack includes

- Information for applicants
- About **nia**
- About the London Sexual Violence Alliance
- Advert
- More about this post
- Job Profile
- Person Specification

If you are interested in applying for the job, please download an application form. **When completing it please relate your application to the requirements stated in the person specification**, as shortlisting for interview is dependent on the extent to which your application matches these.

Please complete the application form in full. Please do not include any additional documentation such as Curriculum Vitae, as the Organisation requires candidate's information to be in a standard form on its own application form.

Unfortunately, we are unable to write to applicants who are not shortlisted. Should you not hear from us within two weeks after the closing date, you should assume that on this occasion your application has been unsuccessful.

Your completed application form should be returned marked 'application form and the title of the post (s) that you have applied for' via email to administrator@niaendingviolence.org.uk by the closing date. Any late applications will not be accepted.

Yours faithfully,



Rachel Evans
Head of Central Services

INFORMATION FOR APPLICANTS

OUR APPLICATION AND OUR RECRUITMENT PROCESS

Applying for a job

nia's recruitment policy intends to ensure that every applicant is treated fairly. This means that we are not able to consider previous applications or personal knowledge of you. It means that if already work for **nia**, we do not take into account your personal file.

The information you provide in your application form is the only information we will use in deciding whether you will be shortlisted for the selection process. Your application form is therefore very important and the following advice is designed to help you compete it as effectively as possible.

Using the person specification

The **person specification** is the list of criteria or requirements regarded as necessary for the post. **To be considered for an interview you have to fulfil each point of the person specification marked "X" in column A (application).**

NB: Please note the maximum word count is 2500 words.

Before you fill in the application form look at the person specification and decide how to relate your skills, knowledge and experience to each point. Try not to repeat yourself by using just one area of your experience to cover more than one requirement. Draw upon your past and present jobs or interests; you may discover you have a broader range of skills than you imagined.

Give examples of the work you have been involved in and write in a positive way (e.g. I was responsible for I organised.... etc) Always remember to specify your own responsibilities rather than those of your section or department. The most important thing is to tell us - we are unable to guess or make assumptions.

Remember that voluntary work or work at home can be as valuable as paid employment. It is important that your application relate to the job you are applying for.

Completing the application form

Application forms should be filled in as completely and as clearly as possible so that we can consider all candidates on the same basis.

Write out the form in rough first to avoid mistakes and repetitions.

Make sure you complete the form clearly, and type it or use dark ink (black ink shows up best when photocopied).

In completing the references section, please give as your referees your current and most recent employers where possible.

*Send your form to **nia** on time **and keep a copy.***

If you would like your receipt of application acknowledged, please enclose a stamp-addressed envelope or postcard, which we will return to you.

Shortlisting

After the closing date, the application forms are read very carefully to see how each person's skills and experience relate to the skills and experience in the person specification, and **applicants who meet requirements marked "X" on the A (application) column will be shortlisted for interview.** Only information contained in the application will be considered in making the decision to shortlist.

Interviews

The interview panel is normally made up of three people who ask each candidate questions covering the relevant criteria. The questions are intended to allow you to expand on your application and to show the panel how far you meet the essential requirements of the post. Shortlisted candidates will be asked to complete a task/presentation either at or before the interviews. You will have the opportunity to ask questions about the job, conditions of service etc.

Panel members have to keep a record of their assessment of each candidate so that the reasons of their decision are clear and consistent. You should therefore not be worried about the panel taking notes.

As this post is central to the new Alliance of sexual violence services in London, the panel will include representation from across the Alliance partners. Further information is below.

Feedback

If you are unsuccessful and feel that feedback on your interview would be helpful in applying for other jobs, please email Rachel Evans, Head of Central Services at revans@niaendingviolence.org.uk who will be pleased to arrange this for you.

nia has been delivering services to women and children who have experienced domestic and sexual violence for 40 years.

The organisation has three main aims, which are to provide services for women, children and young people who have experienced male violence, working to end male violence against women and girls, and to inform and influence policy and public awareness. We achieve these aims by

- providing high quality services for women, girls and children who have experienced or are at risk of male violence,
- increasing awareness of violence against women, girls and children and developing services, contributing to research, debate and policy initiatives to prevent it,
- challenging inequality and discrimination and celebrating diversity,
- empowering and supporting women and children, and
- Increasing and developing the effectiveness of resources through partnership, collaboration and multi-agency action.

Presently, **nia** is delivering a range of services across London, primarily in the East and North of the city, the majority of which are delivered primarily in an outreach capacity. Our services are continually evolving in order to respond to the needs of women who face multiple disadvantage and barriers to accessing services, they currently include:

- **East London Rape Crisis** - for women and girls who have experienced any form of sexual violence -including rape, sexual assault and child sexual abuse - regardless of when it occurred, who it was perpetrated by and whether or not it was reported to the police.
- **The Emma Project** - a pioneering service for women who are escaping domestic and sexual violence and who use substances problematically; more than a third of the women who have lived in the refuge have also been exploited through prostitution. The women who enter the project have frequently been excluded from and/or refused access to other types of refuge provision.
- **Daria House** - a refuge for women who have been sexually exploited, with a particular focus on supporting women who been exploited through involvement in prostitution. We offer non-judgemental support, information and advocacy. We help women to access housing and welfare benefits, legal advice, healthcare, drug and alcohol services and other specialist services for women in prostitution.
- **Jan's Place** - Jan's Place opened in autumn 2022 and became **nia's** third specialist refuge offering trauma informed accommodation and support to women living with multiple disadvantages, in particular problematic substance use (including illegal and/or prescription drugs and/or alcohol) who have been subject to domestic violence and abuse, recognising that this may overlap with sexual violence and prostitution.

- **Independent Domestic Violence Advocacy (IDVA) Services** - We currently operate two different IDVA services in Haringey and Hackney where outreach workers support women who have been identified by the MARAC as being at high risk of serious domestic violence and homicide. The Hackney and Haringey services are double accredited holding SafeLives Leading Light status and the Advice Quality Standard for casework with women.
- **IRIS** - a GP training programme and advocacy support to improve the health care responses to domestic violence and abuse. **nia** delivers IRIS in Hackney and Haringey
- **Exiting Prostitution Service** - offers outreach and one-to-one support to women involved in prostitution. The Exiting Prostitution Service helps women access housing, welfare benefits, legal advice, drugs and alcohol services, specialist counselling and routes to exit prostitution. Women are also supported through access to employment training, education, volunteering and sustainable employment.

nia is part of ASCENT which is a partnership of 22 specialist organisations within the London Violence Against Women and Girls (VAWG) Consortium, delivering a range of services for survivors of domestic and sexual violence.

Training and Groupwork

We can provide training and groupwork to agencies, professionals, women's groups and young women.

- Areas we specialise in include
- Sexual violence
- Improving healthcare responses to domestic violence and abuse
- Substance use and violence against women
- Prostitution and sexual exploitation
- Working with young women
- Feminist approaches to men's violence against women and girls

How to contact us

www.niaendingviolence.org.uk
info@niaendingviolence.org.uk
Address: P.O. Box 58203, London, N1 3XP
Telephone 0207 683 1270



Overview of the London Sexual Violence Alliance

The Mayors' Office for Policing & Crime (MOPAC) support to victims of sexual violence through funding to organisations across pan London. The 2025 to 2030 contract funding has been combined into one contract, delivered through an alliance of seven organisations.

This change in funding by MOPAC is based on an alliance model. The alliance is integrated care model, which will deliver improved outcomes for victims/survivors, and improve the systems in which MOPAC operate, and the Service itself.

The key objectives for this new model are to:

- Drive the collaboration needed to deliver the service effectively.
- Enable collective responsibility for the service; collaborations that will pool resources to respond effectively to the challenge's victim/survivors in London face.
- Regularly review demand and whether the service is appropriately responding to the needs of victims/survivors across London.
- Provide a consistent service irrespective of post code

Who is in the Alliance

The Alliance brings together **225 years of expertise and experience** and represents a bold, visionary and survivor-centred resource. The Alliance consists of eight members. Seven are organisations that have historically, and or currently, provide support for victims/survivors. MOPAC is the eighth member, primarily sitting at the oversight and leadership governance level.

Note: each organisation continues to be an independent charity, so the Alliance is not a legal entity.



Our Vision

United in our commitment to justice, equity, and activism, our alliance works alongside victims and survivors of sexual violence and abuse to ensure high-quality, inclusive, and trauma-informed support. Grounded in lived experience and collaboration, we strive to continuously improve healing and justice outcomes across London

The new Alliance commitment

- Centring survivors in every aspect of care and ensuring their **healing and recovery** is at the heart of our partnership.
- Building a comprehensive web of resources, so that those with the **greatest need** are guaranteed the **greatest access** to support.
- Working **proactively**, not just reactively, to address both the **immediate and the lifelong** impacts of sexual violence.
- Holding a **collective vision** of transformation, challenging the **structures and systems** that enable sexual violence to persist.



delivering cutting edge services
to end violence against women and children

MANAGEMENT ROLES

FRONTLINE ROLES

ORG LOGOS INDICATE WHERE PAN-LONDON ROLES ARE LOCATED

COMMISSIONERS

ALLIANCE LEADERSHIP TEAM (ALT)

LED BY: ROTATING CHAIR FROM CEOs
WHO ATTENDS: CEOs/SENIOR LEADERSHIP

ALLIANCE MANAGEMENT TEAM (AMT)

LED BY: ALLIANCE MANAGER
WHO ATTENDS: DIRECTORS/ HEADS OF SERVICES

DELIVERY TEAMS

LED BY: SERVICE MANAGERS
WHO ATTENDS: TEAM LEADERS & SENIORS



RAPE CRISIS SOUTH LONDON
Rape & Sexual Abuse Support Centres

solace

RESPOND

SURVIVORS UK



INTAKE TEAM - LED BY PAN-LONDON GATEWAY COORDINATOR

INTAKE TEAM LEADER
NAVIGATORS AND
CASEWORKER

NAVIGATORS
SV HELPLINE
MANAGER
HUB WORKER

NAVIGATORS

INTAKE TEAM LEADER
NAVIGATORS, ADMIN
WORKER

NAVIGATOR

NAVIGATOR

NAVIGATOR, ADMIN
WORKER

PSYCHOEDUCATIONAL SUPPORT TEAM - LED BY PAN-LONDON GROUPWORK COORDINATOR

PAN-LONDON GROUP WORK COORDINATOR

PAN-LONDON EMOTIONAL SUPPORT WORKERS

GROUP WORK
COORDINATOR

KALIEDOSCOPIC JUSTICE TEAM

PAN-LONDON BRIEF INTERIM INDEPENDENT SEXUAL VIOLENCE ADVOCATES

ISVA MANAGERS
ISVA TEAM LEADER
SENIOR ISVAS
ISVAS

ISVA MANAGER
SENIOR ISVA
ISVAS AND
CASEWORKERS

ISVA MANAGER
ISVA DEPUTY MANAGER
ISVAS, CASEWORKERS,
ADMIN WORKER

ISVA MANAGER
SENIOR ISVA
ISVAS

ADVOCACY MANAGER
SENIOR ISVA
ISVAS AND
CASEWORKERS

ISVA MANAGER
SENIOR ISVA
ISVAS AND
CASEWORKER

ISVA MANAGERS
SENIOR ISVAS
ISVAS AND
CASEWORKER

THERAPEUTIC SUPPORT TEAM

COUNSELLING
MANAGER
THERAPEUTIC LEAD
COUNSELLORS, INTAKE
WORKER, ADMIN
WORKER

COUNSELLING
MANAGER
THERAPEUTIC LEAD
COUNSELLORS, INTAKE
WORKER, ADMIN
WORKER

THERAPEUTIC LEADS
COUNSELLORS
ADMIN WORKER

THERAPEUTIC LEAD
COUNSELLORS, ADMIN
WORKER

THERAPEUTIC LEAD
COUNSELLORS, ADMIN
WORKER

THERAPEUTIC LEAD
COUNSELLOR, ADMIN
WORKER, THERAPEUTIC
GROUP WORK
FACILITATOR

COUNSELLING
MANAGER
SENIOR COUNSELLOR
COUNSELLORS

WORKING GROUPS

HOLISTIC SUPPORT TEAM

ADVERT

Director – London's Sexual Violence Alliance

Location	Hybrid with in-person working across Alliance member offices and travel across London
Employer	nia (on behalf of the SV Alliance)
Salary	£55,000 per annum
Hours	Full-time-(35hours per week – we welcome discussions regarding flexible working patterns
Contract requirement	Women-only – this role will be working across women-only as well as mixed-gender services.
Contract type	Permanent

The Sexual Violence (SV) Alliance is a ground-breaking collaboration between seven specialist sexual violence organisations: four Rape Crisis Centres (**nia**, Rape Crisis South London, Solace and Women & Girls Network) and three specialist organisations, (Galop, Respond, and SurvivorsUK). Together, we bring experience in delivering expert, intersectional, and trauma-informed services to survivors of sexual violence.

We're seeking a visionary **Director** to lead our strategic and operational transformation, ensuring our services are inclusive, responsive, and survivor-led. The role will be based at nia, but will work across, and be accountable to, all Alliance members.

As Director, you will play a central role in shaping and delivering the Alliance's strategic and operational goals. You will lead the Alliance Management Team, support the Leadership Team, and work alongside experts with lived experience to improve service access, consistency, and responsiveness for London's diverse survivor communities — especially those facing the greatest intersectional disadvantage.

The Director will oversee the transformation of intake and referral pathways, monitor performance, manage risk and oversee governance structures, while fostering collaboration and accountability across all member organisations. You will also represent the Alliance externally, influencing policy, securing resources, and amplifying the voices of marginalised survivors. The ideal candidate will bring leadership experience in specialist sexual violence services, a deep commitment to feminist and anti-racist principles, and the ability to navigate complexity with clarity and compassion.

This is a unique opportunity to shape the future of sexual violence support in London and make a lasting impact.

How to apply: Please visit our website www.niaendingviolence.org.uk and download a job profile and application pack. CV's will not be accepted. Applications can be returned via email to recruitment@niaendingviolence.org.uk

Closing date: 10am, 14 November 2025
Interview date: 26 November 2025

Genuine Occupational Requirement (GOR), Schedule 9 (Work; Exceptions). Part 1 (Occupational Requirements), of the Equality Act (2010) applies

The post is subject to an enhanced vetting and barring check and open to women only.

Job Description and Person Specification

Job Title:	Director of London's Sexual Violence (SV) Alliance
Reporting to:	Sexual Violence Alliance Leadership, employed by nia
Salary Band:	£55,000 per annum
Hours:	Full-time (35 hours per week). We welcome discussions regarding flexible working patterns.
Location:	Hybrid with two days a week in an office, rotating in-person working across the alliance and meetings across London.
Contract requirement	Women-only – this role will be working across women-only as well as mixed-gender services.
Contract type:	Permanent

Overview

The Sexual Violence (SV) Alliance is made up of seven specialist organisations: four Rape Crisis Centres (**nia**, Rape Crisis South London, Solace and Women & Girls Network) and three specialist organisations, (Galop, Respond, and SurvivorsUK). Together, we bring experience in delivering expert, intersectional, and trauma-informed services to survivors of sexual violence.

Rooted in feminist and trauma-informed principles, our survivor-led model spans all 32 London boroughs and is co-designed with Experts-With-Lived-Experience (EWLE). We champion equity, amplify lived experience, and share governance to ensure no survivor is left behind.

The Director role is critical to the success of the new Alliance. The Director will work across all Alliance members, supporting the Alliance Leadership Team, leading the Alliance Management Team and working alongside experts with lived experience to deliver service changes that benefit London's diverse survivor communities. The Director will oversee the transformation of intake and referral pathways, and the enhancement of services and specialisms to create a flexible, needs-led and demand-responsive service journey.

The Director's responsibilities include monitoring the Alliance's performance on key performance indicators, analysing alliance data and tracking demand. They will also identify and escalate risk and ensure accountability for delivery across Alliance members. Most importantly, they will ensure the Alliance is prioritising diversity, intersectional needs, and working collaboratively for the benefit of all survivors in London.

This role requires excellent project management and stakeholder engagement skills and the ability to successfully input and collaborate at the strategic level, whilst leading and engaging with those who are responsible for operational delivery. They must inhabit values of equity, transparency, and collaborative leadership and be committed to upholding anti-

racist and feminist principles in all their work. The ideal candidate will have experience in specialist sexual violence service delivery.

Whilst the successful candidate will be employed by nia, they will be accountable to the alliance as a whole and will be expected to work on occasion across different members offices.

Purpose of the Role

- Improve the service-response to London's diverse survivor communities across Alliance services and members, prioritising those who experience the greatest intersectional disadvantage and marginalisation.
- Work alongside the Alliance Leadership Team to set and achieve the strategic objectives and vision of the Alliance and to support them in their shared accountability for delivering on contractual obligations.
- Support the Alliance Leadership Team to identify and respond to operational risks in a timely and decisive way and to take bold, forward-thinking actions in response to strategic and sector challenges.
- Lead the Alliance Management Team as they realise the vision for the Alliance through operational change and continuous survivor-centred developments that meet or exceed the Alliance's Key Performance Indicators (KPIs).
- Lead on the monitoring of performance across the Alliance and track progress towards Alliance-wide, work-plans targets and outcomes, ensuring accountability for delivery across Alliance members.
- Model the values, principles and behaviours of the Alliance and support the embedding of an alliance culture and approach.
- Improve the policy, practice and funding response to survivors of sexual violence and abuse in London, and contribute towards the Alliance's positive reputation, by representing the Alliance with external stakeholders.

Key Responsibilities

Operational Leadership

- Lead on the transformation and continuous development of the Alliance intake and referral process to create a more flexible and needs-led service journey.
- Lead the Alliance Management Team to improve the equity of access to long-term support across London and to improve service consistency.
- Establish and maintain systems and processes that enable the Alliance and Alliance members to deliver a high-impact, needs-led, and trauma-informed service.
- Maintain clear and consistent communication across the seven Alliance members and key stakeholders.
- Manage the Alliance coordinator and any other Alliance-specific roles to maximise performance whilst supporting wellbeing and enabling professional growth.

Strategic Input

- Working alongside the Alliance Leadership Team, drive the long-term vision of the Alliance supporting alignment across strategic objectives and agreed priorities.
- Oversee and analyse alliance data to track demand and performance.
- Monitor and manage risks through oversight of the project's Risk Register, escalating as required and in accordance with the Alliance Governance Framework.
- Support the Alliance Leadership Team to respond to risks in a timely and decisive way and to take bold, forward-thinking actions in response to sector-wide sector challenges.

Systems & Governance

- Foster collaboration and collective ownership across the Alliance by embedding shared governance and facilitating joint decision-making at all levels of the governance structure.
- Ensure governance is delivered in accordance with the Governance Framework and Alliance Memorandum of Understanding (MoU) and that risk is escalated in a timely way and utilising agreed risk management protocols.
- Ensure the implementation of Alliance-wide policies and procedures, especially those relating to safeguarding, quality assurance, intersectional service delivery, people and culture, equity and diversity, confidentiality and data protection.
- Develop and maintain transparent mechanisms for accountability to survivors, funders, and Alliance members.
- Lead the systems and processes used for communication, monitoring, and reporting across the Alliance.
- Ensure alliance systems and processes support an intersectional, anti-oppressive, and equity-led culture across the Alliance.
- Oversee internal audits, expert by lived experience reviews and external evaluations, ensuring they are delivered on time and to a high standard.

Budget & Reporting

- Oversee Alliance-wide monitoring and reporting in accordance with contractual obligations.
- Provide regular updates, briefings, and reports to the Alliance Leadership Team and key funders.
- Continuously monitor performance, supporting member organisations to address any challenges in meeting key performance indicators.
- Work closely with Alliance Finance teams to track project spend, forecast, and ensure sound financial performance.
- Ensure accountability for Alliance resources and budgets, ensuring financial risks are escalated appropriately.

Collaboration & Inclusion

- Facilitate the embedding of survivor voice and lived experience by co-developing and realising a Service User Involvement Plan with Experts-With-Lived-Experience panels.
- Support the Alliance to develop inclusive communication materials, digital tools, and trauma-informed brand identity.
- Foster a culture of respect, transparency and solidarity at all levels and across all member organisations.
- Address challenges and conflicts within the Alliance to maintain collaboration and effectiveness, in accordance with Alliance values and principles.

External Communications and Representation

- Act as a values-aligned ambassador for the Alliance and its member organisations with external stakeholders.
- Alongside the Alliance Leadership Team, deliver timely, impactful and survivor external communications that successfully represent the Alliance members shared concerns, objectives and values.
- Influence policy-makers, funders, commissioners, and the wider sector to secure resources, increase understanding of demand challenges and raise the profile of diverse survivor needs.
- Promote the shared values of the Alliance: survivor-centred, feminist and trauma-informed practice, intersectionality, transparency, co-production, and continuous learning.

Values, Behaviours & Competencies

- Deep understanding of and commitment to feminist approaches to tackling violence against women and girls (VAWG) and all forms of sexual violence experienced by survivors in London.
- Strong commitment to equity, diversity, inclusion, and intersectionality.
- Ability to work collaboratively, listen actively, and centre the voice of survivors in all aspects of the work.
- Open to challenge, reflective, and willing to learn from others, including those with lived experience.
- Competent in strategic thinking with the ability to focus on mission completion through operational detail.
- Competent in leadership and influence to support multi-agency partnerships/alliance their vision.
- Highly organised, proactive, and able to work with complexity and ambiguity in a values-led way.

Please note this job description is intended to outline the main duties of the post and may change as the post and Alliance develops.

PERSON SPECIFICATION

Director of London's Sexual Violence Alliance

Key to table

A	Application areas will be used to shortlist
I	Reviewed at interview stage

Please provide a supporting statement addressing all shortlisting criteria marked with "X" in the Application column (maximum word count: 2500 words).

		Essential (E) Desirable (D)	Reviewed at Application (A) and Interview (I)
Experience			
	Experience leading teams across organisations and disciplines.	E	A
	Experience in delivering complex and large-scale projects to a high standard, meeting or exceeding on key performance indicators and milestones.	E	A&I
	Experience of supporting senior leaders in formal governance structures.	E	A&I
	Proven experience coordinating large partnerships or multi-agency programmes	E	A
	Budget management experience and ability to monitor performance against financial targets.	E	A
	Experience developing and embedding operational systems and communication tools.	E	A & I
	Experience of service delivery in the VAWG sector.	D	A
Skills			
	Strong stakeholder engagement and relationship-building skills.	E	A & I
	Experience of supporting staff to deliver to a high-standard in a highly pressurised and/or trauma-adjacent environment.	E	A
	Ability to establish and analyse complex data sets to identify risks and continuously monitor performance.	E	A&I
	Ability to write reports and communicate complex information clearly.	E	I

	Ability to self-manage personal performance and work-plans effectively within a time-limited high-pressured setting.	E	A & I
	Ability to identify, respond and mitigate risks within large scale complex projects.	E	A & I
Knowledge			
	Understanding of trauma-informed practice, intersectional disadvantage, and the importance of lived experience in service design.	E	I
	Commitment to upholding and modelling anti-racist, anti-oppressive, feminist, and inclusive values in all aspects of work.	E	I