|  |  |
| --- | --- |
|  |  |
| **Job Description**  |
| Department: | Domestic Abuse Service  |
| Post Title: | Group Facilitator  |
| Hours: | 20-22.5 Hours – Evening and weekend working may be required, some ability for hybrid working  |
| Level/Salary Range |  |
| Scale 5 - £25,584 - £27,269 pro rata |
| Posts Responsible to: | Training and Development Manager Senior Domestic Abuse Practitioner |
| Posts Responsible for: | None  |
| Caseload | Circa 300 active group members  |
| **Job Purpose:** We are seeking a compassionate, skilled, and trauma-informed Group Facilitator to lead recovery support groups for individuals and families who have experienced harm from domestic abuse. The facilitator will lead a variety of structured groups and programmes throughout North Lincolnshire, supporting our service users to cope with and recover from the impact of domestic abuse. You will create a warm, friendly and safe environment for all participants to engage effectively in support.  |

|  |
| --- |
| **Key Accountabilities/Primary Responsibilities:*** Facilitate structured support and recovery groups for survivors of domestic abuse and their family members.
* Respond promptly and professionally to enquiries from service users and professionals relating to group programmes and events.
* Conduct initial assessments with referred individuals to determine group suitability, considering their safety, emotional readiness, and therapeutic needs.
* Create and maintain a safe, inclusive, and confidential group environment.
* Deliver psychoeducation on topics such as trauma recovery, healthy relationships, emotional regulation, and self-care.
* Participate in multi-agency meetings and events.
* Deliver training, awareness sessions and professional development to a variety of partner agencies.
* Conduct quarterly analysis on the impact of group interventions, presenting written findings and recommendations for improvements and enhancements to services.
* Adapt facilitation style and content to meet the needs of diverse participants, including children, adolescents, and adults.
* Collaborate with team members to support participants' broader recovery goals.
* Participate in and provide information and reports to safeguarding meetings, processes and enquiries e.g. MARAC, child protection case conferences, early help meetings.
* Maintain accurate and timely documentation, including assessments, attendance, progress notes, and incident reports.
* Adhere to organisation and Local Safeguarding children and vulnerable adults policies and procedures.
* Provide crisis intervention and referrals to additional services as needed.
* Participate in regular team meetings, supervision, and professional development opportunities.
* Undertake any other duties and responsibilities requested, commensurate with the level of this post.
 |

|  |
| --- |
| **Person Specification** |
| **Criteria** | **Essential** | **Desirable** | **How to be assessed** |
| **Qualifications, Knowledge and Experience:** | Educated to Level 3 & above or recognised professional qualifications and experience. Experience of delivery of group interventionsemotional and practical support to people seeking support/adviceExperience of working in a multi agency/ partnership approachUnderstanding of the complexities and dynamics of domestic abuseAn understanding of safeguarding and child protection issues, and the legal responsibilities surrounding these issues | Experience of working with individuals who have experienced domestic abuse or other trauma Experience of delivery of group therapeutic interventions Experience of delivery of structured psychoeducational groups  | Application FormGroup InterviewInterview questions and scenariosCertificates |
| **Planning and Organising:** | Be highly organised with excellent administrative skills Be highly proficient in Word, Outlook and ExcelExperience of working in a demanding and busy environment | Experience of using databases | Basic Skill test prior to interviewInterview skills |
| **Problem Solving and Initiative:** | Ability to work independently but ensure ‘joined up’ approach when necessary for the support of young personAbility to prioritise and work accurately with attention to detailAbility to demonstrate sound judgement in crisis situations Ability to identify risks, anticipate issues, create solutions and resolve problems in relation to service delivery |  | Group interviewInterview questions and scenarios |
| **Management and Teamwork:**  | Be able to build effective working relationships and work well as part of a busy teamEvidence of working in a busy high pressured environment and/or high caseloadsA methodical and well-organised approach to workload and an ability to work with minimal supervision and to take initiative | Evidence of high level caseload etc  | Interview questions and scenarios |
| **Communicating and Influencing:** | Communication Skills, particularly in drafting correspondence, preparing reports for case conference or similar, formal letters and responding to queriesUnderstand and respect the sensitivity of HR Information and employee records and ensure confidentiality of all written and verbal communicationsAbility to communicate The Blue Door’s philosophical principles | Experience of presenting information relating to complex and sensitive issues to wide range of audiences.  | Basic skills test prior to interviewGroup interviewInterview questions and scenario |
| **Other Skills and Behaviours:**   | Attention to detailAbility to follow instructionsSafeguarding environmentExcellent interpersonal skills including the ability to establish appropriate boundaries and maintain professional distance with staff and clientsDemonstrable ability to provide a high level of professionalism and commitment to service deliveryUnderstand and be committed to equal opportunities and diversity in policy and practiceFlexible approach to the demands of the role | Ability to deliver and present training and awareness raising sessions  | Interview questionsGroup interview |
| **Other criteria** | Enhanced DBS CheckSatisfactory ReferencesDriving License with access to car |  |  |