



<b>Title of post:</b>	<b>MARAC Navigator</b> The post is Fixed Term until March 2023
<b>Location:</b>	Based Salem Street, Bradford. The post holder will be expected to travel anywhere in Bradford MBC in the delivery of direct MARAC navigation support services
<b>Responsible to:</b>	Service Manager
<b>Salary Scale:</b>	£26,320 Full time 37.5 hours a week Fixed Term until March 2023
<b>Hours of Work:</b>	Core hours Monday to Friday 9.30-5.30 Note: The post holder is expected to flexibility deliver the service to meet the needs of the client, this may require adjusting hours on the day to ensure support to appointments or other activities/ interventions/ attending meetings that that fall outside of these core hours.
<b>Annual Leave:</b>	32 working days plus bank holidays
<b>Special Provisions:</b>	The post is subject to enhanced disclosure and barring check, the results of which would not necessarily exclude applicants from consideration.

### **Role Purpose**

The MARAC Navigator Service focusses on a selected group of cases that **return** to the MARAC due to repeated high-risk domestic abuse incidents where engagement with either the victim or perpetrator in the co-ordinated action plan has been unsuccessful. The MARAC Navigators will receive all referrals from the MARAC meetings, working with a small caseload of typically 10 cases each MARAC Navigator will aim to:

- Provide aspirational person-centred support through building a trusting relationship with the victim or perpetrator to start to address issues that contribute to incidents of abuse
- Proactivity and intensively conduct face to face work with the victim or perpetrator to build all the networks of support that wrap around the individual to facilitate recovery, building and sustaining hope
- Work as part of a wider team to build and evidence what future support should look like.

A Multi-Agency Risk Assessment Conference (MARAC) is a weekly meeting where information is shared on the highest risk domestic abuse cases between representatives of local police, health, child protection, housing practitioners, Independent Domestic Violence Advisors (IDVAs), probation and other specialists from the statutory and voluntary sectors. At the heart of a MARAC is the working assumption that no single agency or individual

can see the complete picture of the life of a victim or perpetrator and any children, but all may have insights that are crucial to their safety. After sharing all relevant information, they have about a victim, any children and the perpetrator, the representatives discuss options for increasing safety and turn these into a co-ordinated action plan.

### **Main Duties and Responsibilities**

- Assertively make face to face contact and proactively engage with individuals referred through any and all routes such as; meeting at an individual home, Bridge Project, friends or family members home or any agreed place
- Build a trusted and supportive relationship, individualising support for change through undertaking a mutually agreed personalised review of their support needs and levels of wider social and community engagement
- Mutually identify and work together to overcome barriers and access a wide range of health and wellbeing services, providing appropriate advocacy and challenge where required
- Provide creative person centred solutions to the unmet needs of individuals who are hard to reach and engage.
- Proactively link and practically support individuals into the agreed appropriate agencies, services and community assets relevant to their expressed needs and the level of risk e.g. health, domestic abuse services, sexual health, housing, drug and alcohol services, benefits claims, criminal justice services, employment, training and education programmes and any specialist support services as required etc.
- Maintain appropriate case notes and administrative systems linked to the programme, including maintaining programme data performance/ evaluation systems.
- Produce high quality, accurate written reports and letters of support as and when required, this routinely includes reports for multi-agency bodies and letters outlining individual support needs as part of the overall package of care.
- Develop and maintain excellent working relationships with a full range of partner organisations, services and community programmes and assets.
- Attend project governance case review meetings, applying risk analysis skills and contributing to the exchange of relevant risk information, problem solves to make positive appropriate case direction decisions

- Provide a pro-active response to any repeated incidence of domestic abuse working directly within the local multi-agency framework including MARAC and local partnership responses to domestic abuse
- Apply reflective practice skills to evaluate work carried out
- Contribute to training needs of other workers in this field
- Participate in personal and professional development, updating knowledge as appropriate.
- Fully participate in Bridge's supervision and support structures.
- To recognise ones, own personal and professional limitations and boundaries and discuss these at supervision and related support meetings.
- To undertake any additional duties, as directed by management which are commensurate with this post.

<b>Job title: Person Specification MARAC Navigator</b>			
<b>Attributes</b>	<b>Essential criteria</b>	<b>Desirable criteria</b>	<b>How Identified</b>
Qualifications	Qualified to Social Care Level 3 <i>or</i> qualified through appropriate work and life experience.		Application Form Interview Certificates
Experience	<ul style="list-style-type: none"> <li>• Within the last 4 years at least two years' experience of successfully delivering support services to people experiencing multiple needs/ multiple disadvantage</li> <li>• Experience of working with and/or managing high-risk cases therapeutically</li> <li>• Experience of conducting person centred and strengths-based assessments of need and creating mutually agreeing action plans</li> <li>• Experience of creating mutually agreed risk management plans</li> <li>• Experience of working co-operatively within a partnership working environment/ model</li> <li>• Experience of effectively managing risks associated with personal safety</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working with victims or perpetrators of domestic violence</li> </ul>	Application Form Interview Certificates
Knowledge and skills	<ul style="list-style-type: none"> <li>• Demonstrable skills in effective engagement, and maintaining inspiring supportive relationships with individuals with multi-needs</li> <li>• Demonstrates the skills of personal resiliency, being tenacious and a strong ability to deal with difficult situations calmly, tactfully, responsibly and safely</li> <li>• Demonstrates an understanding of the needs of chronically excluded and vulnerable people</li> <li>• Applied knowledge of legislation in relation to safeguarding vulnerable groups, including children</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrate skills in the use of motivational interviewing techniques</li> <li>• Understanding of Trauma Informed Care approaches</li> </ul>	Application form Interview

	<ul style="list-style-type: none"> <li>• Adaptability in working patterns and style to provide a flexible approach in order to develop and deliver services which are accessible and responsive to the needs of clients</li> <li>• Skilled cooperative communicator, with evidence of communicating clearly, concisely effectively (both orally and in writing) with individuals, groups, organisations and the public</li> <li>• Evidence of having worked independently and under pressure, prioritising planning and managing own workload on a day-to-day basis, using effective time management skills</li> <li>• Skilled at preparing reports and letters and maintaining a care record to a high professional standard</li> <li>• Skilled at using IT systems – email, word, and entering accurate data into IT data bases/ spreadsheets</li> <li>• Demonstrate motivation, reliability, commitment to clients, team and interagency working</li> </ul>		
GENERAL	<ul style="list-style-type: none"> <li>• Willingness to keep abreast of relevant professional developments and to undertake training for the post.</li> <li>• The post-holder must adhere to Bridge Policies/Guidelines in force within the organisation</li> <li>• A dynamic experienced practitioner</li> <li>• The post-holder is expected to be flexible with regards to working hours in order to meet the requirements of the post</li> <li>• Willingness to work within a performance managed environment and contribute to performance reporting</li> </ul>		Application Form Interview

	<ul style="list-style-type: none"><li>• Willingness to contribute to the training and development of others, undertake regular supervision and appraisal in line with Bridge policies and actively participate in own professional/personal development and have clear resiliency strategies</li><li>• Willing to travel in order to fulfil the requirements of the post.</li><li>• Conform to standards of dress, which reflects a professional service.</li><li>• This post requires a full driving license and use of a vehicle</li></ul>		
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