

Director (Training and Consultancy)

Are you passionate about eradicating violence against women and girls? AVA (Against Violence and Abuse) is a leading UK charity committed to ending gender based violence and abuse. We work with survivors to champion evidence based change, through our policy, research, training and consultancy work. We have specific expertise on Multiple Disadvantage & Children and Young People.

Responsibilities of the post include

- To develop and deliver a strategic approach to learning that will embed and enhance AVA's reputation as a provider of quality training and online learning on a range of issues including abuse, trauma and multiple disadvantage
- To oversee the development and growth of AVA's consultancy work , through submitting successful bids, developing effective marketing and ensuring that our consultancy offer remains relevant.
- To form part of the senior management team

Requirements of the post include

- Knowledge of a wide range of Violence Against Women and Girls related issues.
- A track record of producing successful high quality tenders for training and/or consultancy work
- An understanding of the current learning environment, including online learning and accreditation

This is a part time post (21 hours a week). Our office is based in Vauxhall, London, but we will consider home based applicants who are able to travel regularly to London when required in the future.

Further information follows in this job application pack, including a job description, person specification, and equal opportunities monitoring form.

Applications should consist of:

- Your CV which must include details of your education, qualifications and any relevant training, your employment history and 2 referees.
- A covering letter, no more than 2 sides of A4 in total, which outlines why you want the job and your skills, experience and knowledge in relation to **each of the points** in the person specification.
- A completed equal opportunities monitoring form.

Please send your application to Bimmy Rai - bimmy.rai@avaproject.org.uk by 9am on the 11th of November.

By making an application you are stating that you are legally entitled to work in the UK. The appointment will be subject to a satisfactory enhanced Disclosure and Barring Service (DBS) check and references.

AVA is an equal opportunities employer. Please contact us if you would like to see our Equal Opportunities and Anti-Harassment Policy or our Recruitment of Ex-Offenders Policy.

Job Description

Job Title:	Director (Training and Consultancy)
Location:	Greater London/ Home based if willing to travel to London on a regular basis
Salary:	£41,462 (pro rata)
Probationary Period:	Three months
Notice:	Eight weeks notice is required on either side
Leave:	26 days per annum pro rata
Hours of Work:	21 hours per week
Reporting to:	Chief Executive
Pension:	4% employers match contribution

Appointment will be subject to an enhanced satisfactory Disclosure and Barring Service (DBS) check and references.

Role overview: The postholder will be responsible for the strategic direction, financial health and effective delivery of AVA's training and consultancy work. They will be a member of the senior management team, and perform a leadership role across the organisation. The role will also involve delivery of some consultancy projects.

Key responsibilities

Training

- To develop and deliver a strategic approach to learning that will embed and enhance AVA's reputation as a provider of quality training and online learning on a range of issues including abuse, trauma and multiple disadvantage
- To manage the pool of AVA associate trainers, ensuring that AVA maintains a diverse and skilled range of associate trainers able to deliver the full range of AVA training to a high standard
- To grow AVA's training income, through submitting successful tenders, effective marketing and a growing and relevant offer
- To ensure that the AVA training offer is relevant and up to date, reflecting the latest evidence as well as market demand
- To work with the policy and projects director effectively so that AVA Training reflects the latest research and policy developments
- To line manage the AVA trainer

Consultancy

- To oversee the development and growth of AVA's consultancy work , through submitting successful bids, developing effective marketing and ensuring that our consultancy offer remains relevant.

- To deliver consultancy projects on behalf of AVA. This will include liaising with the customer, delivering the work in a way that ensures key milestones are met and that the work is delivered to a high standard and managing the budget.
- To support staff in the policy and projects team who undertake consultancy projects, ensuring that they are supported to deliver quality reports, meet key milestones and develop effective relationships with commissioners.
- To liaise with external consultants ensuring that they deliver work for AVA to high standard and to strict deadlines.

Strategic Leadership

- To work with the Resources Director to develop some of our consultancy and training offers into commissionable interventions to tackle violence against women and girls.
- To line manage the business support manager
- To form part of the senior management team.
- To deputise for the CEO in her absence.

General duties

- To fully integrate equalities issues into all aspects of the work.
- To participate and contribute to team meetings and organisational development.
- To engage in learning and take responsibility for your own personal development.
- Comply with AVA's policies and procedures and legal requirements.

Person specification

Essential requirements

1. Knowledge of a wide range of Violence Against Women and Girls related issues.
2. A non judgemental, feminist and intersectional approach to working with survivors of gender based violence
3. A track record of producing successful high quality tenders for training and/or consultancy work
4. An understanding of the current learning environment, including online learning and accreditation
5. Experience of producing high quality reports to tight deadlines
6. Experience of managing and motivating staff and/or volunteers
7. Experience of managing all or part of a budget
8. Ability to work independently and as part of a team.
9. An ability to carry out own administrative tasks

Desirable requirements

- Experience of delivering training
- An understanding of broader business development issues
- Knowledge and experience of marketing services to the public and voluntary sectors
- Experience of using digital technology to enhance and deliver training offers
- Experience of developing productive partnerships with a range of organisations and individuals
- An understanding of the qualitative and quantitative methods used in evaluation work.