



## **Would you like to be an AVA associate trainer?**

- Would you value the opportunity to be part of the AVA team?
- Do you have experience of delivering training about Violence Against Women and Girls (VAWG)?
- Would you like to develop your training skills further?
- Could you be available to deliver training for AVA on an ad-hoc basis?

If your answer to these 4 questions is yes, we would like to hear from you. AVA is looking for associate trainers to help us deliver our well known and respected training across the UK.

## **Introduction to AVA**

AVA (Against Violence and Abuse) works across the UK to improve services to prevent gender based violence and abuse, meet the needs of survivors and their children and hold abusers accountable. Our vision is a world without violence and abuse. We deliver a range of ground-breaking and award winning services including learning and skills, consultancy and funded projects.

Key pieces of work by AVA include:

- developing e-learning on violence and abuse for health and school workers
- leading on innovative work relating to children and young people affected by violence and abuse
- our work on multiple disadvantage which focuses on the overlapping issues of domestic and sexual violence, drug and alcohol use and mental health
- developing trauma informed training and consultancy work.

## **About AVA Training**

AVA are market leaders in training on gender based violence and abuse. We offer:

- A range of one day courses on gender based violence and abuse.
- Seminars and conferences on topical issues with specialist guest speakers.
- 3-5 day OCN accredited courses on specific issues.
- In-house training, either delivering one of our popular courses or developing and delivering a bespoke course.

## **What is an AVA Associate Trainer?**

Being an AVA associate trainer involves delivering AVA courses in-house for specific organisations or as part of our open training programme. Our clients include local authorities, charities and private sector organisations across the UK.

AVA will keep a register of approved associate trainers and contact them as and when suitable training opportunities arise. Trainers will be paid a daily rate of £300 + expenses. We are not able to guarantee the number of training opportunities offered as they are subject to demand for AVA training.

### **What are the Roles & Responsibilities of an AVA Associate Trainer?**

AVA associate trainers are expected to:

- Deliver AVA training to the specification and standards as outlined by AVA
- Comply with all relevant AVA's policies, including health and safety, safeguarding and equal opportunities
- Comply with AVA's training quality assurance procedures.

### **Essential Requirements**

The following are essential requirements for AVA associate trainers:

- Experience of delivering training on a wide variety of VAWG related issues
- A training qualification or at least 2 years' experience of delivering training on gender based violence and abuse
- Experience of delivering interactive training using a range of training methods including facilitating group work
- A positive approach to self-learning and personal development
- Ability to work independently and as part of a team
- A non-judgmental approach to survivors of violence against women
- Ability to integrate equalities into all aspects of the work
- Ability and willingness to travel across the UK.

### **Desirable Requirements**

We are also interested to know if you can meet any of these desirable requirements:

- Specialised knowledge on multiple disadvantage and/ or children and young people in relation to gender based violence and abuse.
- Experience of working directly with women or children affected by gender based violence and abuse.
- Knowledge of the VAWG sector in a specific region or regions.

### **Selection and Induction Process**

In order to ensure that we recruit the best associate trainers and maintain AVA's excellent training standards we will follow the following selection and induction process:

- Shortlist the applications based on the essential and desirable requirements outlined above
- Invite all shortlisted applicants to a skype or telephone interview on **8th January** and group assessment centre **on 11th January**
- Obtain a Disclosure and Barring Service (DBS) check and references for candidates
- Invite successful trainers to attend an Induction and Orientation session on **22nd January** (reasonable travel expenses will be paid)
- Associate trainers will then be asked to sign an associate trainer agreement
- Associate trainers will be observed delivering AVA training within the first six months.

### **How to apply**

To express an interest in becoming an AVA associate trainer please send your CV and a covering letter (maximum 1000 words) to [karen.lingwood@avaproject.org.uk](mailto:karen.lingwood@avaproject.org.uk).

Your covering letter should outline how you meet all the essential requirements and give details of any desirable requirements you also meet. To maximise chances of being shortlisted please address the requirements one by one, using examples where possible.

**Thursday 3rd January 12pm (noon).**