**Job Description – Specialist Women’s Navigator (VAWG) – Changing Futures based at POW**

**Job Purpose**

The Specialist Women’s Navigator will work as part of the Changing Futures delivery team to provide long term, personalised support and case coordination to women experiencing severe multiple disadvantage (complex interplay of mental health, substance use, homelessness, criminal justice system interaction, and domestic/sexual violence). The post will encourage engagement from those who typically do not engage with services, enabling them to better manage their lives through a multi-disciplinary, person-centred, and trauma-informed approach. The role involves holding a caseload of service users who have been referred into Changing Futures and are deemed as needing specialist VAWG support. The Specialist Women’s Navigator will support with a wide range of needs, working on a 1-1 basis with service users, largely in the community or in the service users’ home. They will deliver support in a way that considers the impact of societal attitudes towards sex/gender and stigma and how this contributes to women’s experience of SMD and the barriers they face to accessing support to recover from abuse, the results of abuse, and to be in control of their lives, well-being, and choices.

The purpose of every role at POW Nottingham is to support sex workers on their journey, byempowering them to make positive lifestyle decisions, promoting and facilitating physical, sexual, psychological and social health amongst the sex worker community. The post will work holistically, through befriending and support to build confidence and raise self-esteem, hope and aspirations for the future through the development and delivery of services to sex workers.

**Key Responsibilities**

* Provide direct 1-1 holistic needs assessment and long term and personalised case support to individuals with a combination of severe multiple disadvantage as experienced by women, including experiences of sexual or physical violence and abuse, sex work, exploitation, and removal of children.
* Assisting individuals with all aspects of creating and implementing relevant personal development and support plans. This includes:
  + Conducting an individual needs assessment for all service users to capture housing and support needs, health and wellbeing, risks, strengths and preferences, and any other information relevant to the delivery of the service;
  + Develop a focused, co-produced support plan for each person to set out steps to gain and maintain safety and to improve health and wellbeing;
  + Liaising with the Changing Futures delivery team and a wide range of statutory and non-statutory agencies in order to ensure holistic assessment of need and referral or signposting to appropriate services.
* Ensuring a DASH RIC is completed with all survivors of domestic violence and shared with the survivor and their multi-disciplinary team, making MARAC referrals where appropriate.
* Ensuring regular and up to date risk assessments are carried out for all service users, including risk mitigation strategies and safety planning.
* Ensuring survivors of VAWG and DSVA understand the patterns of behaviour by perpetrators and the impact on themselves, their needs, and their safety.
* Taking a flexible and solution focused approach, that will sometimes require the Navigator to respond to an immediate need and work in challenging environments.
* Versatile partnership working with various external agencies in order to effectively coordinate a service users’ network of support, as well as maximise communication and ease of information sharing.
* To provide a close working link to specialist women specific agencies, including forging new relationships with wider agencies focused on the needs of women experiencing SMD.
* Adhering to the principles of clinical governance by keeping timely and accurate records and attending regular training, and use of the electronic case management system (InForm)
* Pursue opportunities to inform research and evaluation locally to inform the continual development of Changing Futures and long-lasting system change to bring benefit to women who experience SMD.
* To manage the personal budget and applications to the personal commissioning budget.
* To identify safeguarding issues and reduce risk with a multi-agency approach.

**General Responsibilities**

In order to promote and provide the highest standards of service to all POW Nottingham client’s the following is applicable as general terms and conditions of the job post:

* To promote the rights and interests of sex workers, promote the equal treatment of sex workers and confidence in the organisation.
* To proactively engage individuals from a hard-to-reach client group to access POW Nottingham’s services.
* To work in line with policies and procedures relevant to POW Nottingham.
* To work flexibly as required to meet the needs of hard-to-reach clients.
* To work within POW to support the core services including drop-in, taking the lead as allocated.
* Develop warm and trusting relationships with POW Nottingham service users to encourage them to express their needs, views and concerns.
* To maintain an up-to-date knowledge of harm reduction, sexual health, general health and legislative issues pertinent to sex workers.

**Legal and Statutory Responsibilities**

All staff must be prepared to comply with POW Nottingham’s Health and Safety policies and attend relevant statutory training as required.

POW Nottingham is committed to diversity and inclusion of staff and service users. All staff are required to demonstrate their commitment to these policies in their day-to-day work and to treat others with dignity and respect at all times.

Where any part of a job description is not being met or where there is a breach to these terms and conditions this may lead to disciplinary policy and procedures being followed by POW Nottingham.

**Conditions**

Salary: £26,421

Leave: 25 day pro rata, plus 8 statutory bank holiday

Hours: 37 hours per week, including 1 evening outreach session per month (Monday, Wednesday, or Friday)

Reports to: Senior Manager

Probation: 6 months

DBS Disclosure: Required

**This role is a temporary position until 31st March 2026 with extension subject to funding.**

**Experience of the sex work industry and any lived experience of SMD will be looked upon favourably.**