RSACC
Rape and Sexual Abuse Counselling Centre
Darlington and County Durham

Personal Specification

Independent Sexual Violence Advisor

E = Essential, D = Desirable for applicant to meet relevant standard

CRITERIA	STANDARD	E/D	MEASURED BY
Work Experience:	Relevant previous or current employment / work experience	E	Application form/Interview
	Experience of working with survivors of sexual violence in a paid or voluntary role	D	Application form/Interview
	Experience of working in partnership with a range of agencies	E	Application form/Interview
Qualification:	Good standard of education (Level 4) or equivalent experience	D	Application form
	Relevant qualification in social care, health care, community work or education	D	Application form
	Safeguarding training and experience	E	Application form
	Good standard of English and Mathematics	E	Application form
	To have completed accredited ISVA training	D	Application form
Knowledge:	Understanding of, and sensitivity to, the issues relating to rape, sexual abuse and domestic abuse, including their impact on survivors	E	Application form/Interview
	Good knowledge of issues around lone working	D	Application form/Interview
	Knowledge of and commitment to equal opportunities and anti-discriminatory practice	E	Application form/Interview
Skills:	Ability to work proactively	E	Application form/Interview
	High standards of practice and presentation of work	E	Application form/Interview
	Able to prioritise own workload and deal with competing demands	E	Application form/Interview
	Understanding of the need to maintain personal records of clients	E	Application form/Interview
	Ability to work on own initiative, in partnership and as part of a team	E	Application form/Interview

	Excellent verbal and non-verbal communication skills	E	Application form/Interview
	Ability to form and maintain good working relationships with colleagues	E	Application form/Interview
	Ability to produce written and verbal reports	E	Application form/Interview
	Understanding the need for professional confidentiality and its boundaries	E	Application form/Interview
	Strong crisis management skills, methodical and well organised	E	Application form/Interview
	Ability to work in an empathic manner, to maintain consistency and develop a rapport with service users	E	Application form/Interview
	Proficient at using Information Technology including, Microsoft Office, Google Workspace, email and the Internet	E	Application form
Attitude:	Commitment to working within all RSACC policies and procedures	E	Application form/Interview
	Commitment to the feminist paradigm and working in a woman-centred environment	E	Application form/Interview
	Flexible approach to working hours	E	Application form/Interview
	Ongoing commitment to own wellbeing and self-care.	E	Application form/Interview
	Demonstrate commitment to ongoing personal and professional development and able to acknowledge and state own learning needs	E	Application form/Interview