

Specialist (*Stalking*) Intervention Service – Lead Practitioner

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| Position | Specialist (<i>Stalking</i>) Intervention Lead Practitioner (SILP) |
| Reports to | Specialist (<i>Stalking</i>) Intervention Service Manager (SISM) |
| Hours | 37.5 Hours per week |
| Salary | £34,000 – 37,000 per annum |
| Workplace Type | Hybrid/home-based |
| Job location | Hertfordshire |
| Job type | Contract |
| Travel | The post holder is required to travel extensively throughout Hertfordshire Bedfordshire - By car |
| Contract | Until September 2026 with a view to extend. Secondments welcome. |
| Closing date | 17 th February 2026 |
| Interviews | 20 th and 25 th February 2026 |

Role Summary

As a Specialist (*Stalking*) Intervention Lead Practitioner, you will hold a reduced but complex caseload of individuals who present a high or very high risk of stalking-related harm, delivering intensive one-to-one behaviour change interventions. Alongside this, you will provide practice leadership to the SIS team, support effective risk management, and play a key role in shaping and embedding a coordinated multi-agency response across Hertfordshire (and Bedfordshire where required).

You will work closely with Police, Probation, the Hertfordshire Stalking Intervention Panel (HSIP), Independent Stalking Advocacy Caseworkers (ISACs), and The Change Project's Stalking Intervention Victim Coordinator to ensure that victim safety, professional judgement, and evidence-informed practice sit at the centre of service delivery.

This role is suited to an experienced practitioner who is confident working with high-risk perpetrators, able to hold professional authority within multi-agency spaces, and motivated to support both individual behaviour change and service-wide development.

Job Description

Specialist (Stalking) Intervention Lead Practitioners are part of the Stalking Intervention Service (SIS) within The Change Project (TCP). The role combines direct delivery of behaviour change interventions with additional responsibility for countywide representation, training delivery, and multi-agency engagement to support a safe, effective, and high-quality stalking intervention service.

The post-holder will work in partnership with the Specialist Services Manager to support implementation, delivery, and continuous development of the SIS.

Practice Leadership and Service Delivery

- Act as a lead practitioner resource within the SIS team, supporting consistency and quality of practice through shared learning and reflective discussion.
- Work alongside the Specialist Services Manager to support the effective delivery of the SIS, without holding line management or operational responsibility.
- Contribute to service reviews by identifying themes, learning, and practice issues arising from frontline delivery.
- Participate in and contribute to case reviews, supporting effective risk management and timely action.
- Promote evidence-informed practice, professional curiosity, and reflective working across the service.

Multi-Agency and Partnership Work

- Act as the lead practitioner representative for the Stalking Intervention Service at countywide and strategic meetings across Hertfordshire (and Bedfordshire where required).
- Provide briefings, presentations, and training to statutory and non-statutory services on stalking, risk, referral pathways, and the role of the SIS.
- Promote understanding of the SIS operating model, thresholds, and referral routes to support appropriate engagement and referrals.
- Develop and maintain strong working relationships with statutory and non-statutory partners.
- Represent TCP at operational and strategic multi-agency meetings, including HSIP and MARAC where required.
- Promote effective information sharing and coordinated risk management frameworks across agencies.

Case Management, Recording and Governance

- Ensure safeguarding and risk management procedures are embedded in all areas of work.

- Take timely action where there is an imminent risk to others.
- Ensure accurate, timely, and GDPR-compliant recording on TCP's electronic case management system.
- Support SIPs to use case management systems accurately and consistently.
- Monitor the quality and timeliness of case recording, risk assessments, and reviews.
- Contribute to service monitoring, evaluation, and learning through high-quality data capture.

Direct Work with Service Users

- Undertake assessments of risk, needs, and attitudes to inform individual intervention plans.
- Deliver semi-structured behaviour change interventions using motivational interviewing, therapeutic skills, and relationship-based practice.
- Support service users to address factors contributing to risk through referral to relevant services.
- Ensure safeguarding, risk assessment, and breach procedures are consistently applied.
- Deliver services that recognise and respect diversity and individual need.

General Responsibilities

- Attend and contribute to team meetings, supervision, and clinical review forums.
- Remain compliant with relevant legislation, TCP policies, and professional standards.
- Demonstrate reflective practice and commitment to ongoing professional development.
- Deliver training and presentations internally and externally as required.
- Work flexibly within a hybrid delivery model, including evening or weekend work where required.
- Travel extensively across Hertfordshire and Bedfordshire as required.
- Undertake other duties appropriate to the role as requested by the line manager.

Person Specification

Essential

- Minimum of three years' experience working with high-risk perpetrators of domestic abuse and/or stalking, including individuals with complex needs or challenging behaviour.
- Experience of direct work on cases involving stalking and domestic abuse.
- Experience of contributing to or representing services at multi-agency risk management forums.

- Sound application of adult and child safeguarding policies and procedures.
- Experience of writing and presenting information to a range of audiences.

Desirable

- Experience of providing training, briefings, or presentations to professional audiences.
- Experience of acting as a senior practitioner or specialist resource within a service.

Knowledge and Understanding

- In-depth understanding of stalking and domestic abuse, including impact on victim/survivors and children.
- Understanding of perpetrators of stalking and relevant legal and safeguarding frameworks, including SPOs.
- Knowledge of public protection arrangements and multi-agency working across policing, health, social care, housing, and criminal justice.
- Strong understanding of information sharing, risk management, and safeguarding in domestic abuse and stalking contexts.
- Knowledge of effective engagement with high-risk perpetrators using structured and responsive approaches.

Skills

- Strong organisational, facilitation, and communication skills (written and verbal).
- Confidence in crisis management and decision-making under pressure.
- Ability to manage complex workloads and competing priorities.
- Strong interpersonal and relationship-building skills.
- Excellent networking and partnership-working abilities.
- Proficient IT skills, including Microsoft Office and electronic case management systems.

Attributes

- Strong commitment to ending stalking and domestic abuse and safeguarding victim/survivors, including children.
- Belief in the potential for perpetrator behaviour change alongside robust risk management.
- Emotional resilience and capacity to work with trauma, challenge, and conflict.
- Professional integrity, initiative, and accountability.
- Proactive, self-motivated, and collaborative approach to leadership and team working.