

Specialist (*Stalking*) Intervention Service - Specialist Intervention Practitioner

Position	Specialist (<i>Stalking</i>) Intervention Practitioner (SIP)
Reports to	Specialist (<i>Stalking</i>) Intervention Service Manager (SISM)
Hours	37.5 Hours per week – Job share considered
Salary	£29,000-34,000
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

This is a frontline practitioner role delivering intensive, one-to-one behaviour change interventions with individuals who present a high or very high risk of stalking-related harm. As a Specialist (*Stalking*) Intervention Practitioner (SIP), you will contribute to a coordinated, multi-agency response that prioritises victim and public safety, while supporting perpetrators to address and change harmful behaviours.

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 assess, manage, and reduce risk.

This role is suited to practitioners who are confident working directly with complex and high-risk individuals, able to hold boundaries, and committed to reflective, evidence-informed practice.

Job Description

Specialist (Stalking) Intervention Practitioners (SIPs) are part of the Stalking Intervention Service (SIS) within The Change Project (TCP). SIPs deliver direct, one-to-one behaviour change interventions with perpetrators of stalking and contribute to a coordinated, multi-agency response to safeguarding victims and managing risk.

Key Responsibilities

The Specialist Intervention Practitioner will:

- Deliver tailored, high-quality one-to-one behaviour change interventions to perpetrators referred via HSIP, Police, Probation, and/or subject to a Stalking Protection Order (SPO).
- Hold and manage a caseload, including individuals assessed as high or very high risk.
- Assess presenting risk, needs, and engagement to inform intervention planning and ongoing review.
- Proactively engage service users and support attitudinal and behavioural change.
- Make meaningful links and signpost to complementary services to reduce risk posed by service users.
- Work closely with the Stalking Intervention Victim Coordinator and Independent Stalking Advocacy Caseworkers (ISACs) to monitor risk and inform ongoing intervention.

Practice Delivery and Multi-Agency Working

- Contribute to a coordinated, multi-agency response to safeguarding victims of stalking.
- Maintain effective working relationships with HSIP representatives and partner agencies managing risk and supporting victim/survivors.
- Attend HSIP meetings as required to support case discussion and decision-making.
- Represent TCP at local multi-agency meetings and networking events as appropriate.

Case Management, Recording and Safeguarding

- Comply with safeguarding children and vulnerable adults policies and procedures and information sharing protocols.
- Manage risk and contribute to SIS triage and review procedures.
- Take timely and appropriate action where there is an imminent risk to others.
- Instigate SPO breach procedures where appropriate.
- Ensure accurate, timely, and GDPR-compliant recording on TCP's electronic case management system.
- Maintain awareness of vicarious trauma and professional boundaries.
- Attend management supervision, clinical supervision, and SIS clinical review meetings.

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, relationship-based practice, and therapeutic skills.
- Motivate and support service users to address factors contributing to risk through referral pathways 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 and wider service activity.
- Remain compliant with relevant legislation, TCP policies, and professional standards.
- Demonstrate reflective practice and commitment to ongoing learning and development.
- Work flexibly within a hybrid delivery model, including evening work where required.
- Travel extensively across Hertfordshire as required.
- Undertake other duties appropriate to the role as requested by the line manager.

Person Specification

Experience

Essential

- Full driving licence, access to a car, and ability to travel extensively across Hertfordshire.
- Willingness to undergo an enhanced criminal record check prior to employment.
- Minimum of two years' experience working with perpetrators posing a high or very high risk to others, including intimate partners, ex-partners, family members, or vulnerable adults.
- Excellent written and verbal communication skills.
- Ability to work independently, manage time effectively, and complete tasks as required.

Desirable

- Experience of direct work within mental health and/or substance misuse settings.
- Experience delivering structured interventions to perpetrators of interpersonal abuse or violence.
- Experience working within the Criminal Justice sector.
- Training in recognised risk assessment tools (e.g. DASH, SARA).
- Experience working with clients with complex needs, including vulnerable young people and/or women with complex needs.

Knowledge and Understanding

- In-depth understanding of stalking and domestic abuse, including impact on victim/survivors and children.
- Understanding of domestic abuse and stalking risk assessment tools.
- Knowledge of safeguarding systems for children and vulnerable adults.
- Understanding of public protection arrangements and multi-agency working across policing, health, social care, housing, and criminal justice.
- Operational understanding of MARAC and other relevant multi-agency processes.

Skills

- Relevant degree, vocational qualification, or equivalent experience.
- Strong conflict and crisis management skills.
- Ability to manage a complex workload under pressure.
- Effective facilitation and communication skills.
- Ability to work both independently and collaboratively within a team.
- Strong multi-agency relationship management and networking skills.
- Proficient IT skills, including Microsoft Office and virtual meeting platforms.
- High levels of reflection and self-awareness.

Attributes

- Strong commitment to ending stalking and domestic abuse and safeguarding victim/survivors, including children.
- Emotional resilience and capacity to work with trauma, challenge, and conflict.
- Professional integrity, initiative, and accountability.