Job Title: Independent Domestic Violence Advocate (IDVA)

Location: AAF Offices with occasional travel across South London.

Reports To: AAF VAWG Service Manager

Responsible To: AAF Chief Executive

Salary: £ 28,200

Job Type: Full-time (35 hrs/per week)

Africa Advocacy Foundation (AAF) started in 1996 and works to support and empower individuals and families experiencing multiple disadvantages and barriers including ill health, violence, poverty, isolation, human, racial and social injustices.

AAF works with migrant women including undocumented and those with no recourse to public funds. Apart from experiencing domestic abuse, some of our women are also HIV positive, have undergone FGM, and remain vulnerable and without support.

Overview

We are looking for an Independent Domestic Violence Advocate (IDVA) to provide specialist support to women from African diaspora communities who are experiencing domestic abuse. This role focuses on working alongside survivors to improve safety, reduce risk, and help them navigate the systems that affect their lives.

You will provide practical advocacy, emotional support, and coordinated case management while recognising the additional barriers many migrant Black women face, including insecure immigration status, language barriers, discrimination, financial hardship, and limited access to services. The role includes outreach across South London, building trusted relationships within local communities and working closely with partner agencies.

What we are looking for

- Understanding of the experiences of migrant Black women affected by domestic abuse and the barriers they face when accessing support.
- Ability to build trusting relationships while maintaining professional boundaries.
- A trauma-informed, culturally responsive and anti-racist approach to advocacy.
- Strong organisational skills and the ability to manage competing priorities independently.
- Ability to respond calmly to crises and adapt to changing needs.
- Commitment to working in partnership with Black women and African diaspora communities.

What we offer

- Ongoing training and professional development.
- Generous employer pension contribution.
- Life insurance.
- Flexible working arrangements.
- 28 days annual leave.
- Regular supervision and opportunities for reflective practice.
- A supportive team with dedicated wellbeing and team-building activities.

Key responsibilities

- Provide specialist domestic abuse advocacy centred on survivors' safety, needs and choices.
- Assess risk and develop tailored safety plans for survivors at high risk.
- Deliver crisis intervention, practical support and ongoing advocacy.
- Manage caseloads and maintain accurate, confidential records.
- Help survivors access housing, health, welfare, immigration and criminal justice services.
- Prepare cases for and represent survivors at MARAC meetings.
- Identify safeguarding concerns involving adults and children and follow relevant procedures.
- Provide culturally responsive support that recognises the effects of racism, migration and stigma.
- Liaise with statutory services, community groups and specialist agencies to improve survivor safety and access to support.
- Contribute to service reporting and development and take part in supervision and training.

**This job description outlines the main responsibilities of the role and is not exhaustive. The post holder may be required to undertake other duties appropriate to the level of the position.*

Skills and experience

- Experience supporting survivors of domestic abuse, particularly Black and minoritised women and African diaspora communities.
- Commitment to working alongside Black women through trauma-informed, culturally responsive and anti-racist advocacy that supports informed choices.
- Understanding of domestic abuse, safeguarding, risk assessment, safety planning and multi-agency working.
- Awareness of how racism, immigration status and cultural barriers affect access to support.
- Knowledge of intersectional approaches to survivor support.
- Experience managing caseloads and maintaining accurate, confidential records using digital case management systems.
- Strong communication and relationship-building skills with survivors and partner agencies.
- Ability to work independently and contribute to a team.
- Experience supporting survivors with housing, welfare or immigration issues.

**This post is restricted to female applicants under the Equality Act 2010, Schedule 9, Part 1, and Section 7(2)(e) of the Sex Discrimination Act 1975. The post is exempt from the Rehabilitation of Offenders Act 1974. Pre-employment checks, including references, DBS, and right to work in the UK, will be carried out.*

Please send CVs and cover letter to vawg@africadvocacy.org

Closing date: 31st October 2026 at Midnight

Please note that we reserve the right to close this vacancy early if we receive a sufficient number of applications for the role. If you are interested, please complete the application form to the email above.