



Job Title: Independent Domestic Violence Advocate (IDVA)

Location: AAF Office - Beckenham Junction

Reports To: AAF VAWG Service Manager

Responsible To: AAF Chief Executive

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

Salary: £28,200/annum

Duration: 12 months with a possibility of extension

Location: AAF main office in Beckenham Junction

**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.*

Background

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, are historical child brides and remain vulnerable and without support. We are looking for an IDVA with knowledge and understanding of gender-based violence, the cultural, faith and language needs of our women and children affected by abuse including harmful cultural practices.

Job Overview

We are seeking a compassionate and dedicated IDVA to join our team. The successful candidate will work closely with the African diaspora communities, providing essential support services to women



and children affected and at risk of abuse. This role involves working directly with clients to offer guidance, support, and resources to improve their well-being and quality of life.

What we are looking for

- An IDVA with understanding of the barriers faced by migrant black women who are faced with violence and with complex needs.
- Empathetic, trauma-informed and non-judgmental approach.
- Adaptability: Flexibility to adjust to changing circumstances and client needs.
- Strong organisational and time-management skills.

What we offer

- AAF offers opportunities for ongoing training and professional development
- Excellent pension rate
- In service insurance protection
- Flexible Working
- 28 days annual leave
- Excellent team building sessions and supervision

Key Responsibilities

- Provide high-quality, survivor-centred advocacy to individuals experiencing domestic abuse, prioritising safety, empowerment, and informed choice.
- Carry out risk and needs assessments and develop personalised safety plans for survivors at high risk of harm.
- Provide crisis intervention, emotional support, and practical guidance to survivors.
- Manage cases, maintaining accurate, confidential records in line with organisational and legal requirements.
- Support survivors through criminal justice, housing, health, welfare, and immigration systems where appropriate.
- Prepare cases and represent survivors at Multi-Agency Risk Assessment Conferences (MARAC).
- Identify and respond appropriately to safeguarding concerns involving adults and children, following safeguarding procedures.
- Deliver culturally sensitive advocacy for survivors from African diaspora communities, recognising barriers such as stigma, immigration concerns, language barriers, and mistrust of services.
- Ensure services are inclusive, anti-racist, and responsive to the needs of diverse communities.
- Work collaboratively with statutory and voluntary agencies to improve survivor safety and wellbeing.
- Maintain accurate case records and contribute to service monitoring and evaluation.
- Participate in supervision, training, and ongoing professional development.



- Build and maintain relationships with community organisations, faith groups, and culturally specific services.
- Deliver outreach, advocacy, and key working sessions across South London boroughs, ensuring survivors can access support in safe, community-based settings.

*This job description outlines the main responsibilities of the role but is not an exhaustive list. The post holder may be required to undertake other duties commensurate with the level and nature of the position as reasonably required by the organisation.

Qualifications and Skills

- Proven experience supporting survivors of domestic abuse and disadvantaged families, ideally within Black and minoritised communities.
- Strong commitment to working by, with, and for Black women and the African diaspora.
- Ability to provide trauma-informed, culturally responsive advocacy and support, empowering survivors to understand their rights and make informed decisions.
- Strong understanding of systemic barriers, racial inequality, and cultural challenges affecting African diaspora and minoritised communities.
- Knowledge of anti-racist practice, intersectionality, and culturally specific approaches to domestic abuse support.
- Knowledge of domestic abuse legislation, safeguarding procedures, and relevant local services.
- Experience managing caseloads, including risk assessment, safety planning, crisis intervention, and multi-agency working.
- Excellent interpersonal and communication skills, with the ability to build trust with survivors while maintaining professional boundaries.
- Ability to work autonomously and collaboratively, contributing to team development and organisational goals.
- Experience using case management systems and maintaining accurate, confidential records.
- Experience supporting survivors with immigration, housing, or welfare challenges.

Complete the [application form](#) and send to vawg@africadvocacy.org

Please note we are NOT accepting CV's and/or cover letters.

Closing date and time:

Midnight on Sunday, 12th April 2026.

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.