

Head of Respect Centre for Excellence

Job Description

Location: Home-based with travel to project sites and Respect's offices as necessary: Floor 2, Voluntary Action Islington, 200A Pentonville Road, London, N1 9JP.

Responsible to: Deputy CEO

Responsible for: a team of research and data experts (dependent on funding).

Salary: £57,095 (Point 53) - a London Allowance will be applied to employees who live in London (£3,299), plus 6% employers pension subject to an additional 2% contribution by the employee

Length of contract: Fixed term for 12 months, with possibility of extension dependent on funding.

Hours: 35 hours per week

About Respect:

Respect is a pioneering UK membership organisation in the domestic abuse sector. Founded in 2000, we have built our expertise over the last 25 years in what was then a fledgling sector, and recently have seen significant and rapid growth.

Our vision

We want a world where everyone is free from domestic abuse. Where it is never ok to control, harm or cause fear. Where those who perpetrate domestic abuse are stopped, held to account and given the chance to change.

Our mission

We work with our members, partners and allies to stop the harms done by those who perpetrate domestic abuse. With innovative practice, robust research and quality data, we build evidence of what works, promote safe, effective practice and drive high standards. We use our voice, in collaboration with others, to call for a response to domestic abuse that matches the scale of the problem. We will not stop, until domestic abuse stops.

Our Focus

Respect was founded to focus on perpetrators of domestic abuse and this, including our vital work with young people who cause harm, will remain our key priority. Our work with male victims will continue as an important, distinct, project.

Our Values

Pioneering

We explore innovative ideas and develop new approaches with curiosity and rigour.

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Email: info@respect.uk.net / Website: www.respect.uk.net

Respect is a registered charity in England and Wales (1141636) and Scotland (SC051284), and a company, number 7582438.

Collaborative

We work in partnership with our members, partners and allies to bring about individual, societal and systems change.

Accountable

We listen to survivors and centre their needs in our work. We hold perpetrators to account for their behaviour and hold ourselves and our members accountable for ours.

Respectful

We live up to our name. We are committed to equity, diversity and inclusion in all that we do. We are honest, compassionate and boldly challenge injustice.

About the Centre for Excellence

The Centre for Excellence is a key pillar of Respect's 2023-2028 Strategy. Following our first 25 years of development, innovation and leadership in the perpetrator sector, there are significant opportunities ahead to harness collective learning, to collaborate beyond traditional partnerships, and to create the evidence for a radical shift in approach, to achieve an end to the perpetration of domestic abuse.

To achieve this radical shift, Respect is establishing a Centre for Excellence to bring together practice and research expertise to transform our understanding and knowledge of what works to address the perpetration of domestic abuse. Consultation with over 50 key stakeholders has provided strong endorsement for the Centre for Excellence, with a clear consensus regarding the identified need for this initiative.

The Centre for Excellence will contribute to two primary outcomes: improved practice in the development and delivery of safe, effective perpetrator responses; and enhanced policymaking and commissioning informed by data, evidence, research, and best practice.

About the role:

This is a pivotal leadership role, responsible for guiding the further development and strategic direction of Respect's Centre for Excellence. Following a period of consultation and development Respect is looking for an ambitious and dynamic leader to take forward the delivery of this visionary and high-impact initiative. We have done the groundwork and secured early funding and have begun some early delivery work. A key aspect of the role will be establishing a sustainable delivery and funding model.

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You will bring together your strategic vision, your experience of research, data and practice in the domestic abuse perpetrator sector (or a related field), and your strong leadership skills, and be a visible leader across the organisation, connecting Respect's existing skills and learning to the Centre for Excellence. You will also work with Respect's members, the VAWG sector, the academic community and other key stakeholders, to build connections and shared agendas for research and action.

We would particularly welcome applications from people from a wide range of backgrounds and across all protected characteristics¹, particularly people from the following under-represented groups on our staff team:

- Black and minoritised people
- Deaf and disabled people

We're happy to have an informal chat about the role. If you are interested, please email operations@respect.org.uk and mark the email Centre for Excellence.

Main Tasks:

Leadership

- Act as the senior lead and external representative of the Centre for Excellence, with overall responsibility for its strategic implementation, operational management, and long-term success.
- Provide visionary leadership across Respect, ensuring that programme delivery, outcomes, and learning actively inform and drive the Centre's development and influence.
- Contribute to the delivery of Respect's current Strategy and play a key role in shaping future organisational strategies and priorities.
- Develop and lead a five-year delivery strategy for the Centre for Excellence, building on existing groundwork and stakeholder consultation.
- Provide cross-organisational leadership on practice and evidence, reporting on progress, impact and finances to the Executive Leadership Team, Board of Trustees and relevant sub-groups.

¹ A list of protected characteristics can be found [here](#)

- As funds become available, recruit and manage a high-performing team of research and data specialists, to deliver the Centre's core pillars and ensure excellence in evidence generation and knowledge mobilisation.

Evidence, learning and representation

- Provide strategic leadership on data, research, and evidence relating to the perpetration of domestic abuse, ensuring the Centre for Excellence is grounded in robust, up-to-date knowledge.
- Establish and recruit an Expert Advisory Group, ensuring that the expertise of survivors, as well as practice and academic expertise, is guiding the direction of the Centre.
- Bridge the gap between research and practice, translating evidence into actionable insights that inform programme design, service delivery, and policy development.
- Engage with external stakeholders to identify, gather evidence and assess what works to stop the perpetration of abuse, including collaboration with academic institutions, frontline services, and sector experts.
- Work with the Director of Influence to ensure that evidence and learning from the Centre for Excellence is driving Respect's policy and influence work.
- Champion innovation and learning across the sector, ensuring the Centre contributes to a growing body of knowledge and supports continuous improvement in perpetrator responses.

Funding oversight

- Collaborate with the Fundraising Manager and Deputy CEO to develop and implement a strategic fundraising plan that supports the sustainable growth and delivery of the Centre for Excellence.
- Serve as a key ambassador for the Centre, cultivating and maintaining strong relationships with prospective, new, and existing funders to secure long-term support.
- Ensure high-quality stewardship of current funders, including the timely delivery of accurate financial and narrative reports, and proactive engagement to maintain trust and transparency.
- Explore and assess alternative funding models, such as consultancy services, a trading arm, or other income-generating opportunities, to support long-term sustainability and impact.

Project management

- Lead the coordinated delivery of the Centre for Excellence's strategic pillars, ensuring alignment with Respect's overall vision, timelines, and strategic aims.
- Manage key stakeholder relationships, including consultants, partners, and internal teams, to ensure effective collaboration, accountability, and delivery of agreed outcomes.

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- Oversee end-to-end project management, including planning, monitoring, risk management, and reporting, to ensure timely and high-quality implementation of the Centre's programme of work.

Self-development

- Acting in a professional manner whilst at work including when representing Respect
- Maximising own personal development by positively contributing to induction, supervision, training, appraisal, and team meetings (as appropriate)
- Undertaking training as directed by management and identifying own training needs in consultation with line management and taking steps to ensure these are met
- Conducting all work in a way that reflects the aims and principles of Respect, promotes anti-oppressive and anti-racist practice, and complies with all Respect policies, procedures and guidelines
- Carrying out any other duties as commensurate with this role

Please see below for **Person Specification**.

Closing time and date for applications: 9am on Monday 8th December 2025.

Interviews to take place: 16th and 17th December 2025

Please send completed application forms to: operations@respect.org.uk

Person Specification

EXPERIENCE/ABILITIES		Essential	Desirable
1.	Significant experience of project management including managing complex projects, reporting on progress, managing project risks and ensuring achievement of objectives	X	
2.	Track record of senior level external representation, including strong oral communication and the ability to network across a wide range of contexts.	X	
3.	Ability to provide cross-organisational vision and leadership from a research and/or data perspective.	X	
4.	A track record of delivering high profile projects to impact.	X	
5.	A track record in mobilising funding and resources from a range of sources.	X	
6.	Ability to write reports and briefings for a range of audiences.	X	
7.	Ability to work on own initiative and keep the momentum going within projects by creating deadlines, working towards these and motivating others to do the same	X	
8.	Experience of working in a partnership with other organisations and managing the challenges that may arise	X	
9.	Experience working within domestic abuse service delivery, child protection and / or safeguarding		X
10.	Experience of working with academic researchers, universities, thinktanks and policymakers.	X	
11.	Experience of leading/ managing others	X	
KNOWLEDGE			
12.	An understanding of the root causes of domestic abuse on both an individual and societal level	X	
13.	Knowledge of safe and effective interventions with perpetrators of domestic abuse across the risk and needs spectrum		X

14.	Knowledge of key research and evidence on addressing the perpetration of domestic abuse and the ability to translate it to practice recommendations		X
APPROACH			
11.	Ability to demonstrate a commitment to - and understanding of - the values, aims and objectives of Respect	X	
12.	Commitment to meaningful anti-discriminatory practice	X	
13.	Willingness to travel and work occasional weekends and evenings as required	X	