



## Role Profile

### Job Description

Job Title	Cyber/Tech Stalking Training & Support Officer *female
Salary	£33,000 FTE (17.5 hours is £16,500)
Responsible to	Safer Steps Team Leader
Hours	17.5 hours per week
Contract	Permanent

*This post will be subject to an enhanced DBS check and West Yorkshire Police NPPV2 vetting. There is an Occupational Requirement under the Equality Act 2010 Schedule 9 (Part 1) for the post holder to be female.*

**Safer Steps – support to stay safe from stalking** is a new inclusive specialist service for people affected by stalking. The West Yorkshire Stalking Support Hub's partnership project provides advocacy, safety planning and training for those affected by stalking, including those at risk of technology-facilitated abuse.

The service is provided by a team of ISA's and colleagues working closely with domestic abuse practitioners and statutory and community partners to enhance understanding and responses to stalking. The service is inclusive and non-discriminatory, ensuring respect, dignity, and safety for all.

Tech abuse often occurs within relational and family contexts. Shared devices, joint accounts, smart home technology, and children's devices are frequently used to perpetrate stalking.

Stalking is recognised as predominantly gender-based violence and is often rooted in societal power imbalances, which encompasses crimes like domestic abuse, sexual assault, and forced marriage that are disproportionately carried out by men against women, figures suggest between 80% and 90% of victim-survivors are women.

However, although **Safer Steps** will be specialised in gender-based violence, the

service is inclusive and non-discriminatory, ensuring respect, dignity, and safety for all.

At **Safer Steps**, we believe that safety, respect and empowerment start within our team.

Our service is built on collaboration: between colleagues, partners and the people we support. Every role contributes something unique, and we achieve the most when we work together with openness, curiosity and compassion.

### About the partners

The West Yorkshire Stalking Support Hub (WYSSH – pronounced WISH) is led by Leeds Women's Aid (LWA), in partnership with Staying Put, WomenCentre, Pennine Domestic Abuse Partnership (PDAP) and a Wakefield provider (TBC).

LWA is the largest women's charity in Leeds, and has been providing support to women and children affected by Domestic Violence and Abuse (DV & A) for over 50 years.

LWA is the lead agency for Leeds Domestic Violence Service (LDVS), a consortium of 3 agencies offering support to anyone over 16 in Leeds affected by domestic abuse. This service works within a multi-agency framework and provides high quality, pro-active service to victims of domestic, sexual and honour-based violence and abuse, stalking and forced marriage, often those at the highest risk.

LWA is also a member of the unique Women & Girls Alliance – Leeds, consisting of 12 women's and girls' organisations working to support and empower women and girls. Women Friendly Leeds (WFL) is a social movement born of the Women & Girls Alliance, working towards a city that is better for women, better for everyone

### Purpose of Job

The post holder will act as a stalking and technical expert within the **Safer Steps** team, supporting and upskilling Independent Stalking Advocates and WYSSH partner organisations to increase their confidence to enhance safety planning and deliver practical interventions that reduce digital risk and increase safety and confidence.

The post holder will have a sound understanding that risks can increase if they are not grounded first in safe communication, safeguarding, and an understanding of coercive control.

To provide stalking and technical knowledge and training to the **Safer Steps** team and WYSSH partners, to more effectively support victim-survivors of stalking experiencing technology-facilitated abuse and to build confidence among staff and partners in identifying, assessing, and responding to cyberstalking risks.

## Physical Conditions

The post will be employed by and based at Leeds Women's Aid (LWA) in Leeds with flexible and hybrid working options. The post holder will be required to travel across West Yorkshire to deliver training, attend partnership meetings and provide in-person support or consultancy.

## Economic Conditions

This is a part-time post with a salary of £16,500.

## Responsibilities

Responsible to:

LWA's **Safer Steps** Team Leader

All paid members of staff are accountable to the Chief Executive of LWA, and ultimately the Trustees, and will work according to policies and procedures agreed by them.

Responsible for:

No direct line management responsibilities

Close liaison with:

The post holder will work collaboratively across the **Safer Steps** team, partner agency staff and training participants, to ensure consistent, trauma-informed and safe practice in all aspects of service delivery and communication.

## Main Duties

1. Provide specialist advice and practical support on technology-facilitated stalking and harassment.
2. Work with team members in the understanding that a risk of harm may increase where actions are not underpinned by safe communication, robust safeguarding, and a clear understanding of coercive control.
3. Work in collaboration with, train and support, Independent Stalking Advocates and other domestic abuse professionals to identify, manage and reduce digital and online risks to victim-survivors in a trauma-informed way.
4. Offer 1:1 guidance and troubleshooting for victim-survivors around device security, online safety, and privacy settings.
5. Co-design, develop and deliver training sessions, workshops and resources for professionals and partners on cyberstalking and technology safety.
6. Keep up with how quickly both technology and abuse tactics change, including digital financial control and emerging trends in technology-facilitated abuse, surveillance and digital safety tools.

7. Contribute to case consultations and multi-agency meetings, ensuring technical risks are assessed and mitigated.
8. Support the collection of monitoring data and feedback to evidence impact and inform learning.
9. Work collaboratively with the Team Leader and Operations Manager to assess and recommend strategic areas of improvement and development in relation to technology and support.
10. Work collaboratively with the Data and Monitoring Lead to analyse patterns of tech-based abuse.
11. Work collaboratively with the Marketing lead to ensure that everything shared externally (training promotions, awareness materials, safety updates) is both technically accurate and trauma-informed, while protecting victim-survivor confidentiality and digital security.
12. Represent the organisation in relevant forums and partnerships to share learning and promote best practice.
13. Work collaboratively to design resources and support for all communities, considering language, cultural contexts and accessibility regarding access to cyberstalking support.
14. Ensure all work upholds organisational values and commitments to equity, diversity and inclusion.

## General

15. Attend staff meetings and other training events as required.
16. To uphold LWA and **Safer Steps** policies, with particular reference to confidentiality, health and safety and equity, diversity and inclusion.
17. To carry out any other duties or training commensurate with the post.
18. To carry out any other duties that are reasonably required duties reasonably required to support the effective delivery of **Safer Steps**.

## Person Specification

Our ideal candidate will be able to demonstrate

<b>Understanding &amp; Knowledge</b>	<b>How Assessed: A = Application Letter I = Interview</b>
1. The dynamics of abuse for people affected by stalking, domestic abuse, or other forms of violence, particularly with reference to how this relates to women and girls	A
2. How technical skills needs to sit within a strong safeguarding and trauma-informed framework	A & I
3. The dynamics and impact of stalking and technology-facilitated abuse	A & I
4. Common technologies used in stalking (e.g. GPS tracking, spyware, social media misuse)	A
5. Hands-on familiarity with common cybersecurity tools	A
6. Safeguarding principles and data protection legislation	A
7. The principles of trauma informed practice	I
<b>Experience</b>	
8. Working in multi-agency or partnership environments	A
9. Working within the technology or cyber intelligence industries	A
10. Supporting people who have experienced tech-facilitated abuse in a domestic abuse or stalking setting	
11. Providing accessible advice or training related to technology, online safety, or cyber security	A & I
12. Designing and delivering training or presentations to professional audiences	A & I
<b>Skills</b>	
13. Strong technical literacy, particularly around device settings, online safety tools, and digital privacy	A
14. Ability to explain technical concepts clearly to non-technical audiences	A & I
15. Confident and engaging trainer, with experience of co-design, showing excellent communication skills	A & I
16. Analytical and problem-solving skills for identifying and mitigating cyber risks	A
17. Close attention to detail and the ability to spot small anomalies that could indicate a larger security problem	A
<b>Professional Qualification</b>	
18. Relevant qualification or training in cyber security, IT, or digital safety and or professional development in stalking, domestic abuse or safeguarding	A
<b>Personal Qualities &amp; Competencies</b>	

19. Commitment to women-centred, trauma-informed, anti-oppressive and anti-racist practices	I
20. Empathy, patience and professionalism when supporting victim-survivors	A & I
21. Self-motivated, well-organised and able to manage competing priorities	A
22. Flexible and collaborative approach to teamwork	I
23. Commitment to ongoing learning in a fast-evolving field	A

## **LWA's Values**

### **1. Be Exceptional**

- We are experts in our field & proud of having a women-centred approach
- We are pioneers & leaders, striving to perform & innovate

### **2. Be Courageous**

- We are honest, inventive & have the integrity to challenge perceptions & practice
- We are encouraging & empowering of each other to be courageous & brave

### **3. Be Inclusive**

- We are diverse, welcoming, approachable & inclusive in as employers, service providers & people
- We promote unity, fairness & respect

### **4. Be Inspirational**

- We are proud of our creativity & how we motivate, listen, empower & support each other
- We are encouraging & lead by example to achieve the best

### **5. Be Responsive**

- We are collaborative, aware, compassionate & sensitive
- We adapt our approach to meet changing needs