

## Job Profile

**Job Title: Domestic Abuse Perpetrator Project Lead**

**Job Grade: Level 5 Zone 1**

**Salary Range: - £49,930 - £57,543**

### About Camden

Camden is listening to everyone, including you. We're giving a platform to people inside and outside our community. Because, we're not just home to the UK's fast-growing economy. We're home to the most important conversations happening today. And we're making radical social change a reality, so that nobody gets left behind. Here's where you can help decide a better future for us all to improve the lives of our citizens, we need your help. Our ambition is to tackle violence against women and girls (VAWG), a pressing issue that we recognise as having significant adverse effects on our society. As part of our recently updated vision for the borough, 'We Make Camden', we are dedicating more resources to this area and prioritising the need for safety both at home and in the community. To achieve our goals, we are seeking someone who shares our mission to move beyond individual support towards systemic change. This unique role offers an opportunity to make a difference in the lives of domestic abuse survivors in Camden by creating lasting change within the system.

### About the role

We know that a co-ordinated response to domestic abuse and violence against women and girls (VAWG) is key to survivor outcomes. As part of this we know we need to hold perpetrators to account and take steps to recognise and address abusive behaviour. This role will be responsible for leading and setting up our domestic abuse perpetrator work within the local authority. You will work closely with our senior sponsor, leaders, and frontline services across the organisation to shape our perpetrator responses. The role will require you to be a project manager for the initial phase and set up of a range of interventions to address perpetrator behaviour, including an accredited perpetrator behaviour change programme.

You will be responsible for ensuring that the programme adheres to the accreditation standards and delivers the desired outcomes. This includes developing a detailed project plan that outlines the scope, timelines, budget and resources required to establish and deliver the programme successfully. You will have strong leadership and communication skills to effectively coordinate the programme's various components, including collaborating with partner agencies and engaging with relevant stakeholders. This requires an understanding of the complex nature of domestic abuse and the different approaches that may be necessary to address it. The role requires that you must also be adept at managing risks, identifying potential barriers to programme implementation and developing mitigation strategies. You will need to ensure that the programme is sensitive to the needs of diverse communities and promotes equality and diversity.

## About you

- Knowledge of violence against women and girls (VAWG), including all forms of domestic abuse
- Interest in perpetrators work and behavioural interventions in any related field
- Organisational skills to work with services, and lead and drive change across organisation
- Project and programme management skills and expertise
- Excellent communication skills, both verbal and written
- Work with perpetrator experts nationally to offer strategic leadership to shape Camden's programme of work on perpetrators
- Ability to bring the voice of survivors and lived experience of children into this work
- Ability to horizon scan and deliver best practice and innovation around perpetrators
- Experience of working in a multi-agency environment
- Experience of maintaining excellent relationships, including with senior stakeholders
- Understanding of intersectionality and how it interlinks with VAWG, and ability to bring in intersectional practice
- Knowledge of risk around domestic abuse, and understand the dynamics of risk and respond accordingly
- Knowledge of mobilising a programme of work, with knowledge of procurement desirable
- Incorporating diversity and inclusion into all aspects of this work

## Work Environment:

The post is required to work in any Council building, with some agile working dependent on the needs of the service and survivors.

## People Management Responsibilities:

None

## Relationships:

The role will be expected to sustain effective partnership relationships with a range of stakeholders as demanded by operational work and the wider demands of the service.

## Over to you

We're ready to welcome your ideas, your views, and your rebellious spirit. Help us redefine how we're supporting people, and we'll redefine what a career can be. If that sounds good to you, we'd love to talk

### **Is this role Politically Restricted?**

Some posts at Camden are politically restricted, which means individuals holding these posts cannot have active political role. For a list of all politically restricted roles at Camden [click here](#).

### **Diversity & Inclusion**

We want Camden Council to be a great place to work and to ensure that our communities are represented across our workforce. A vital part of this is ensuring we are a truly inclusive organisation that encourages diversity in all respects, including diversity of thinking. We particularly welcome applications from Black, Asian and those of Other Ethnicities, LGBT+, disabled and neurodiverse communities to make a real difference to our residents so that equalities and justice remains at the heart of everything we do. Click [Diversity and Inclusion](#) for more information on our commitment.

### **Agile working**

At Camden we view work as an activity, not a place. We focus on performance, not presenteeism. We create trusting relationships, we embrace innovation rather than bureaucracy and we value people. Collaboration is the Camden way, silo working isn't.

At Camden we are proud to be one of Hire Me My Way's inaugural campaign supporters. Hire Me My Way is a national campaign led by Timewise, designed to increase the volume of good quality jobs that can be worked flexibly in the UK ([www.HireMeMyWay.org.uk](http://www.HireMeMyWay.org.uk)). Hire Me My Way aims to treble the number of available good quality flexible jobs to 1 million by 2020.

### **Asking for Adjustments**

Camden is committed to making our recruitment practices barrier-free and as accessible as possible for everyone. This includes making adjustments or changes for disabled people, neurodiverse people or people with long-term health conditions. If you would like us to do anything differently during the application, interview or assessment process, including providing information in an alternative format, please contact us on 020 7974 6655, at [resourcing@camden.gov.uk](mailto:resourcing@camden.gov.uk) or post to 5 Pancras Square, London, N1C 4AG