

Job Profile

Job Title: Lead Homeless Prevention Advisor (Rough Sleeping)

Job Grade: Level 4 Zone 1

Salary Range: £40,652 - £46,779

About Camden

'Camden is building somewhere everyone can thrive, by making our borough the best place to live, work, study and visit. Because, we're not just home to 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.

Camden is in the top five Local Authority areas impacted by rough sleeping in the UK and is second to Westminster in numbers of those rough sleeping in London. Therefore, as a borough we need to work efficiently and collaboratively to ensure rough sleeping is rare, brief and non-recurrent in Camden.

About the team

The Rough Sleeping team and the Homelessness Prevention Team sit within Housing Solutions Service. This post will work between both teams, reporting to the Rough Sleeping Commissioner and receive professional supervision from Homelessness Prevention Service Manager

About the role

The Lead Homeless Prevention Advisor (Rough sleeping) will play a vital role in ensuring people who have a history of rough sleeping or who are currently rough sleeping have a specialist contact point with the Homelessness Prevention Team. The role will enhance Camden's ability to prevent rough sleeping through rapid and tailored assessments and interventions under the existing Homelessness Reduction Act to those who have a recent history of rough sleeping or who are currently rough sleeping.

This post is funded by the Department of Levelling Up, Housing and Communities 'Rough Sleeping Initiative' that has been designated to Camden. The ambition for the role is for the postholder to work collaboratively with Camden's rough sleeping outreach team, Routes off The Streets, and other Rough Sleeping Initiative (RSI) funded projects.

The post holder will carry a case load of vulnerable homeless individuals and rough sleepers with complex needs who require additional support and an intensive casework intervention so that they access or accept housing and support in their home area and are linked with appropriate services to sustain the outcome. The post holder will work in a flexible and intensive way to meet the needs of people with complex needs who may find it hard to engage with a traditional homelessness prevention service. For this reason, the post holder will have slightly smaller case load than other Prevention Advisors and we would expect them to be colocated in various buildings in Camden, namely the Routes off the Streets Hub in Camden Town.

The post holder will hold and develop positive relationships with outside stakeholders, such as the GLA, Crisis at Christmas and voluntary and community organisations. They will have to be proactive in cultivating some of these relationships and much of the work delivered will be done independently. This role is

part of a 'system change' piece of work, as Camden takes steps to end rough sleeping this role will be instrumental in moving to a prevention approach. This role is critical in developing Camden's 'ending rough sleeping plan'.

We would also expect the post holder be creative and innovative in finding solutions for residents and to improve processes and service delivery. They will then demonstrate leadership and creativity in implementing these. They will share their learning and experiences with the wider service as part of their reflective practice and implement changes in existing processes and ways of working to absorb these as business as usual.

Example outcomes or objectives that this role will deliver:

- Working collaboratively with Homelessness Prevention Service, Routes off The Streets and relevant health services, to provide expert prevention advice and source housing options for people who are verified as rough sleeping in Camden, or have a recent history of rough sleeping, in Camden. Thus, contributing to the delivery of Camden's commitment to provide a service offer to everyone who is rough sleeping in the borough
- Rapid and intensive assessments under the Homelessness Reduction Act
- Utilising a personalisation budget to support positive outcomes and promote take up of service offers
- Be the Homelessness Prevention Service point of contact for short-stay hostels in Camden who are housing people with open cases with Camden's Homelessness Prevention Team
- Be the one of the points of contact for pan-London rough sleeping services such as Crisis at Christmas, No Second Night Out and StreetLink
- To work closely with commissioners to ensure communication of changes in demand for services and to be part of discussions about future provision
- Provide advice to outreach workers and other Camden commissioned services on the HRA
- To collate, analyse and present performance and needs related data to Commissioners and senior management.
- The post holder will be lead on reporting the outcomes of their work at senior internal and external meetings and with Councillors

Relationships;

- LBC Homelessness Prevention Service
- Routes off The Streets and RSI funding projects
- Connect Forward and Camden's rough sleeping commissioning team
- Drug and Alcohol services such as In Roads (WDP)
- The Voluntary and Community Sector (VCS) in Camden especially those agencies providing specialist services for rough sleepers
- Metropolitan and British Transport Police
- Probation Service
- Community and Hospital Based Teams
- Community Safety
- Adult Social Care
- Commissioned rough sleeping services in Camden, such as Single Homelessness Project and St Mungos

- Mental Health Trust including Community Mental Health Teams
- Accommodation based service providers, including the Adult Pathway
- Pan-London services such as No Second Night Out and StreetLink
- Camden Safety Net
- District Housing and Housing management teams

About you

Technical Knowledge and Experience:

- Capacity to show resilience and tenacity in the face of problems and work effectively to resolve these in a multi-agency setting
- Awareness of rough sleeping patterns in central London and of the delivery models designed to tackle the issue
- A good working knowledge of housing and homelessness legislation as well as housing options for homeless adults.
- Ability to advocate for vulnerable adults experiencing service disengagement and social exclusion, utilising mediation, negotiation, influencing and persuasion skills.
- Experience of working with those who are currently are or recently experienced rough sleeping
- Ability to assess risk in a variety of settings and scenarios. Ability to apply this skill in documented form and in dynamic and changing circumstances on a day-to-day basis.
- Ability to work un-supervised, make decisions within a peer setting and make appropriate decisions in isolation
- Experience of establishing partnerships with other professions to achieve excellent outcomes for the service user group
- Excellent time management, organisational and communication skills and ability to prioritise effectively
- Ability to share sensitive data when appropriate in ways which are compliant with the GDPR and to promote the working principles with all stakeholders, especially elected members
- The ability to manage a caseload whilst maintaining detailed case records, recognising service priorities and meeting deadlines.
- Ability to work collaboratively with multiple agencies from the statutory and non-statutory sector
- Experience of building and maintaining new partnership initiatives to achieve improved outcomes for vulnerable people
- Awareness of working with high-risk scenarios and safeguarding issues which may arise in a street population setting

Work Environment

- The primary location will be at 5 Pancras Square although the post holder will be required to work at the Routes off The Streets Hub (Greenland St, Camden Town). There will be a requirement for the Officer to work in Camden buildings or in the community a minimum of four days a week
- The post holder may occasionally be required to work at weekends, early mornings or in the evenings.
- The post-holder will work in an “agile” way in line with the Council’s move to a flexible and paperless work environment, prioritising their own work within the empowered and enabled team culture recognising and utilising the expertise of others where appropriate.

- The post holder be expected to work unsupervised, make decisions within a peer setting and make appropriate decisions in isolation
- Post holders are expected to work on their own where it is safe to do so and have regard to the Council's lone working policies working with colleagues and partner agencies where appropriate.
- Post holder will have direct contact with clients, some of whom will have complex needs and exhibit challenging behaviour. There may be occasions when clients behave in an aggressive or challenging manner. Staff will receive the appropriate training to minimise the risks they face.

People Management Responsibilities:

None

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). 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 or post to 5 Pancras Square, London, N1C 4AG

