

Job Title: Anti-Social Behaviour Officer

Job Grade: Level 4, Zone 1

Salary Range: £43,004 - £49,131

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.

The Camden Public Safety Division plays an important role in engaging with local communities and a wide range of statutory partners and community organisations in order to deliver the Council's mission based approach towards ensuring that 'Everyone is safe at home and safe in our communities'. The service has developed a strong community engagement focused approach which seeks to continually promote the importance of the 'citizen voice' in informing the development and delivery of a range of council/partnership crime and anti-social behaviour reduction related strategies, policies and operational initiatives.

Anti-Social Behaviour Officers play a key role in ensuring that the Council can take effective action to address anti-social behaviour and improve the overall quality of life for Council residents. The post-holders will work closely with a range of internal services, statutory partners and community organisations to deliver positive outcomes in line with the relevant Council policy, statutory legislation and best practice guidance. Anti-Social Behaviour Officer's will need to demonstrate the ability to establish a flexible and sensitive approach towards the management of complex and challenging cases, which often require a nuanced/multi agency approach in order to secure positive outcomes.

In this role you will be required to...

- Take ownership of and the development of a multi-agency approach towards the management of often complex and challenging ASB related cases and act as a single point of contact for internal services, council partners and elected members.

- Liaise extensively with Community Safety Officers, Housing Officers and a range of partner organisations to develop specific action plans and initiatives designed to address reported anti-social behaviour and contribute positively to wider anti-social behaviour and crime reduction related initiatives.
- Deliver effective enforcement and preventative action where appropriate in line with Council anti-social behaviour policy and produce high quality case files in line with best practice guidance to support enforcement/legal activity to be taken via the Magistrates Courts.
- Liaise extensively with residents impacted by anti-social behaviour and provide the required level of support in order to obtain witness/impact statements to inform multi-agency or enforcement activity.
- Ensure safeguarding issues are addressed as part of a multi-agency approach which focuses on the need to mitigate risks with regard to residents impacted by anti-social behaviour and perpetrators (where appropriate).
- Support the ongoing development of the community safety partnership with the Metropolitan Police and contribute towards the development and evaluation of Housing Estate ASB/crime reduction action plans.
- Work in partnership to support the development of a prevention based approach towards anti-social behaviour and work creatively to develop design out crime' based initiatives to support the delivery of sustainable/long term solutions.
- Liaise extensively with Community Safety Team Leaders to develop tailored ASB reduction initiatives which respond to the specific needs and concerns raised by local communities.
- Attend relevant meetings and community engagement forums as directed by the Community Safety Team Leaders.
- Respond to enquiries and concerns raised by Elected Members and support the ongoing development of a best practice based ASB/crime reduction culture within the Community Safety service.

About You

We're looking for outstanding candidates who have a strong commitment towards engaging with communities and are enthusiastic about the council's ambition to deliver against the challenges, missions and aspirations outlined within 'We Make Camden'.

You will be passionate and enthusiastic about engaging with partners and communities in order to develop solutions to complex issues. You will also be curious, open to change and committed towards supporting the development of performance/partnership cultures which promote the importance of the citizen/community voice in shaping the delivery of effective community safety services.

- You are passionate about the council's ambition to deliver We Make Camden and wider corporate agendas, such as The Way We Work
- You can demonstrate commitment to culture change and understand Camden's ambition to move to greater neighbourhood working
- You are curious and open about how we can do things differently to deliver outcomes on behalf of citizens and service users and are committed to supporting ongoing efforts towards driving continuous service improvement.

- You are committed towards the development of a best practice approach towards the delivery of on-street enforcement and anti-social behaviour reduction focused activity.
- You understand the importance of performance cultures and an effective approach towards case management in order to measure impact of service delivery.
- You are committed towards the development of a collaborative/solution focused approach towards neighbourhood problem environmental crime and anti-social behaviour reduction related problem solving.
- You recognise the importance of working in partnership with other services internally and externally to provide a joined up approach which promotes the need to for ever greater collaboration to deliver outcomes on behalf of Camden citizens and communities.
- You have at least two years' work experience in anti-social behaviour case management
- You can demonstrate an in depth knowledge of enforcement tools and powers under the Antisocial Behaviour, Crime and Policing Act 2014
- You have experience of developing legal bundles for court with a particular focus on Closure Orders, Community Protection Notices and Injunctions
- You are committed and will champion the council's ambition to make Camden a more equal, diverse and inclusive borough

Work environment

The post holder will work from Council buildings or from home in line with Council policies in an 'agile' way in 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.

People management responsibilities

The post holder will report to the Community Safety Team Leader and does not have line management responsibility.

Relationships

The post holder will have contacts and working relationships within the organisation including:

- Ward Councillors
- Community Safety Managers/Officers

- Service managers and staff within the Public Safety Division and other services as necessary
The post holder will have contact and working relationships with outside organisations as required including:
- Members of the Public
- Camden Businesses
- Metropolitan Police
- Tenant Management Organisations
- Registered Social Landlords
- Stakeholders including voluntary sector organisations, other service providers, resident groups, partnership organisations

Over to you

We're ready to welcome your ideas, your views, and your rebellious spirit. Help us redefine our corporate services, and we'll redefine what a career can be. If that sounds good to you, we'd love to hear from you.

Is this role politically restricted?

Some posts at Camden are politically restricted, which means individuals holding these posts cannot have active political role. This post has not been included on the list of Camden politically restricted roles.

Diversity and 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.

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,