

Job Title: Community Safety Enforcement Manager

Job Grade: Level 5, Zone 1

Salary Range: (Insert salary range)

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 Community Safety service 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.

The Community Safety Enforcement Managers will play an integral role in the management and development of the Camden Community Safety Enforcement Community Safety Enforcement Community Safety Enforcement service. The postholders will develop an agile/intelligence-based approach towards the delivery of a wide range of environmental enforcement and crime/anti-social behaviour reduction-related activity which is responsive to the needs of Camden residents and communities. Community Safety Enforcement Managers will draw on their experience of leading the development of front-line enforcement and community safety services to ensure that resources are deployed effectively in order to deliver positive outcomes for Camden residents, businesses and a range of stakeholders.

In this role, you will be required to...

Lead the delivery of the highly visible Community Safety Enforcement service and support the development of a best practice-based approach towards the delivery of on-street enforcement activity which seeks to tackle anti-social behaviour and environmental crime.

- Oversee the delivery of the Community Safety Enforcement service ensuring that the services work in partnership with a range of Council services and partner organisations (including the Metropolitan Police) to deliver effective anti-social behaviour reduction-related activity which is responsive to the needs of Camden neighbourhoods and communities.

- Support the development of an effective performance management based service culture which seeks to maximise opportunities to increase productivity and maximise opportunities to deliver positive outcomes across the borough.
- Deliver effective line management duties for a cohort of Community Safety Enforcement Officers, ensuring that staff are supported and receive the relevant training and development on an ongoing basis.
- Produce service plans and lead the delivery of a wide range of initiatives designed to reduce anti-social behaviour and respond effectively to concerns relating to environmental crime and its impact on local environmental quality.
- Oversee the delivery of a range of partnership tasking forums and intelligence-sharing processes to support the multi-disciplinary approach towards the delivery of Camden's neighbourhood-based approach towards the delivery of front-line services.
- Liaise extensively with elected members in order to respond to issues of concern and provide reassurance with regard to the problem-solving/enforcement activity delivered by the Community Safety Enforcement service.
- Assist the Head of Community Safety to ensure that the revenue and capital budgets relating to Community Safety Enforcement service are managed effectively in line with the relevant Council policies and procedures.
- Attend a range of formal meetings, partnership forums and community forums to ensure that the views of Camden residents and businesses play a vital role in the ongoing delivery of the activity delivered by the Community Safety Enforcement service.
- Prioritise activity commissioned via the Camden Community Safety Partnership with a specific emphasis on priority issues such as women's safety, anti-social behaviour, youth safety, drug misuse and hate crime.
- Oversee the ongoing review of enforcement, community safety and anti-social behaviour-related policy in order to support the continued development of a best practice-based approach.

About You

- We're looking for exceptional community safety/enforcement managers who are passionate about delivering positive outcomes for local communities and are enthusiastic about the council's ambition to deliver against the challenges, missions and aspirations outlined within 'We Make Camden'. You will also be passionate about ensuring that services are delivered in a relational way, with a strong commitment towards establishing transformational service cultures which focus on delivering outcomes on behalf of Camden citizens.
- You will have in-depth knowledge and understanding of the legislative framework with regard to anti-social behaviour and environmental crime reduction, which you will be able to draw upon in order to influence the development of a best-practice approach towards the delivery of enforcement and neighbourhood problem solving activity.

In addition:

- 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 challenging, with the ability to think about how we can do things differently to improve the citizen experience.
- You create a culture of accountability across all teams, ensuring the delivery of agreed outcomes.
- You understand the importance of performance, data, and measuring impact; and develop collaborative, solution-focussed and high-performing teams.
- You recognise the importance of working in partnership with other services internally and externally to provide a joined-up approach which promotes the need for greater collaboration to deliver outcomes on behalf of Camden citizens and communities.
- You are committed and will champion the council's ambition to make Camden a more equal, diverse and inclusive borough.
- You are authentic and inspirational and engage others through your personal leadership and ability to make the Council's vision meaningful to all.

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 Head of Community Safety & Enforcement and will provide professional expert, technical and management support to the management team within the Public Safety Division.

Relationships

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

- Cabinet members and Ward Councillors
- Heads of services, service managers and staff within the Public Safety Division
- Management teams across the Council including Housing, Public Health, Environmental services and Adult Social Care

The post holder will have contact and working relationships with outside organisations as required including:

- Metropolitan Police
- Mayor's Office for Policing & Crime
- Department for Environment, Food and Rural Affairs
- Greater London Authority
- London Councils
- Stakeholders including voluntary sector organisations, other service providers, resident groups, partnership organisations

Over to you

We are 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 one million.

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,