

Job Profile

Job Title: Community Safety Partnership Co-ordinator

Job Grade: Level 4 Zone 2

About Camden

At Camden, we're working closely with our communities to build a better, fairer borough for everyone, and to make sure that nobody gets left behind. There is no doubt that we've experienced significant challenges from Covid-19 and its impact on those who live, work and study in the borough. Throughout the pandemic we have seen the extraordinary community spirit of Camden and, as we move forward, it's crucial we all stay working together to create the best future for Camden. In this role, you will have the opportunity to join the Community Safety and Public Protection team and lead on aspects of project management, policy and strategy in key areas relating to community resilience.

About the role:

This role sits within the neighbourhood based Camden Community Safety Service. The aim of the role is to lead the development and delivery of a broad range of strategies, policy initiatives and actions plans developed to align with the priorities set via the Camden Community Safety Partnership and the Camden Youth Safety Taskforce. The post-holder will play an important role in working with the Community Safety Management team to deliver a range of initiatives which focus on strategic priorities such as women's safety, violence reduction, hate crime, community cohesion and drug and alcohol related misuse and offending behaviour. The post holder will be innovative in their approach, able to drive change in a positive way, and have a clear understanding of the challenges faced by Camden's communities.

Example outcomes or objectives that this role will deliver:

- Lead on the delivery of work streams in relation to improving women's safety and security in public spaces. This includes development, implementation and analysis of the Women's Safety Action Plan and the formation of relationships with key internal services such as Camden Safety Net and Camden Women's Forum.
- Lead on the development and effective implementation of strategic plans to achieve key milestones in relation to Community Cohesion and Hate Crime, with a particular emphasis on increasing hate crime reporting and providing support for victims and communities.
- Provide professional policy advice and guidance to councillors, senior leaders, managers and colleagues relating to community cohesion, women's safety in the public realm and hate crime, ensuring that national and local insights analysis are used to inform local strategy and interventions.
- Engage directly with key stakeholders, senior leaders and cabinet members and report to key strategic forums as directed by the Head of Community Safety and Public Protection in order to shape policy and provide the required portfolio reports, briefings and policy statements.
- Work in partnership with the Prevent Coordinator to project manage specific Home Office funded Prevent projects that mitigate local threats. This includes leading the commissioning and delivery of the Prevent community initiatives, monitoring milestones and completing financial and performance returns to central government.

- Play a key role in shaping the Community Safety partnership with the Borough Command Unit on a range of 'Trust and Transparency' related activities, including implementation of 'Trust and Transparency' action plan, as well as broadening of the plan to include cohesion related issues and community engagement.
- Engage with a range of local faith and community groups in order to build community involvement and confidence in the Camden Prevent Delivery Plan, including partnership building with internal and external stakeholders.
- Work in partnership with the Prevent Coordinator to support facilitate of the 'Protect and Prepare' steering group protocols, arrangements and interventions; liaise with HR and OD to design initiatives to raise awareness of 'Protect and Prepare' across internal council services.
- Development of innovative and effective policies and strategies to achieve key corporate priorities and outcomes in relation to Cohesion, Women's Safety in Public Realm, Hate Crime and Counter-Terrorism.
- Work in partnership with Communications Team to support development of successful messaging, narrative and campaigns relevant to the role.
- Attend relevant strategic steering groups, meetings and partnership forums as and when required.

About you

- Strategic thinker with experience of developing and delivering community based programmes and projects designed to strengthen cohesion and to increase community resilience.
- Ability to analyse and evaluate information including needs analysis and to draw conclusions about local needs and how these can be addressed through service commissioning.
- Ability to work collaboratively with elected members, senior managers and internal/external stakeholders in a complex multi-agency environment.
- Excellent written and verbal communications skills, with the ability to present complex information and recommendations in a clear manner to a range of audiences.
- Experience of developing initiatives to bring about changes in the policy landscape or in service design and delivery, preferably in the public sector.
- Ability to work on several projects concurrently with a significant amount of autonomy and to effectively organise workload.
- Interest in, and ideally experience of, policy development, particularly in the fields of Cohesion, Women's Safety, Hate Crime and Counter-Terrorism
- Ability to work across complex policy areas with multiple stakeholders.
- Ability to liaise with statutory organisations (e.g. Home Office, Police) as well as engage with community groups, voluntary organisations and residents.
- Experience of developing, delivering and evaluating strategic community engagement plans, including a good understanding of how best to use a wide range of engagement and involvement techniques and approaches to reach communities.
- Political awareness and sound judgement

You may also have:

- A network of relevant contacts in Camden's communities or among partners.

- Experience of working in a large, complex and distributed organisation.
- A relevant professional qualification and/or membership of a relevant professional body.

Work Environment:

- Whilst the service is primarily based at our office in 5 Pancras Square, N1C 4AG, Camden operates a hybrid approach whereby the post holder may be required to work both in the office and from home as determined by service requirements.
- The post holder will be expected to work independently and will be seen to apply sound judgement and a commitment to delivering excellence and a high-quality service to community of Camden.
- The post holder is required to work in a busy and demanding office environment with competing demands and priorities, working flexibly to meet individual and service objectives.
- 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 work within the empowered and enabled team culture, recognising and utilising the expertise of others where appropriate.
- All employees are expected to observe the Council's Health and Safety Policy and safety legislation whilst carrying out the specific duties and responsibilities of their post.

People Management Responsibilities:

The post holder will be line managed by the Community Safety Manager

Whilst the post currently has no line management duties, the post holder may be required to manage staff/resource on individual projects for which they are responsible.

Relationships:

The post holder will be required to:

- Communicate clearly and engage constructively with a wide range of internal and external stakeholders including cabinet members, ward councillors senior management, statutory organisations, community groups and residents.
- Nurture key relationships and maintain networks internally and externally, including local and national networks, and support collaborative working across all relevant partners.

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

At Camden, we value and celebrate difference and encourage diversity in all respects. Our diverse workforce ensures we represent our communities to the best of our ability and enables us to make better decisions. Because of this, we particularly welcome applications from Black, Asian and those of other non-white ethnicities, those who identify as LGBT+, neurodiverse and disabled people.

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,

Note:

This document is for use during recruitment, setting objectives as part of the performance management process and other people management purposes. It does not form part of an employee's contract of employment.