

Domestic Abuse Perpetrator Intervention Team manager



About the role

About the team/service

Camden is establishing a new domestic abuse perpetrator intervention team within the Family Support and Complex Families Service. The team will work closely with Camden's established specialist domestic abuse services for victim/survivors and case-holding teams, undertaking targeted early response and behaviour change interventions with perpetrators who are using abuse within intimate or family relationships, and coordinating multi-agency diversionary and disruption work.

About the role

We are seeking a creative-thinking and experienced practitioner to lead Camden's new Domestic Abuse Perpetrator Intervention Team. The post holder will support the mobilisation and development of an in-house Perpetrator programme. Managing four Domestic Abuse Perpetrator Intervention Workers, the role will lead on implementation a range of evidence based, risk-led perpetrator interventions. The role will provide management oversight of all referrals into the team, using evidence-based risk assessment tools to decide on suitability, and communicating decisions to referrers. Establishing the team as a hub of specialist knowledge and data collection around perpetrator work, the Team Manager will act as a subject matter expert, communicating insights to senior leaders and influencing wider systems change.

About you

Experience

- Experience of managing, leading and maintaining a diverse, strong, and motivated team
- Experience shaping and implementing a new service
- Experience of advocating and promoting the service and influence change across the system
- Extensive experience of working directly with domestic abuse perpetrators within a risk and survivor led framework of perpetrator intervention
- Experience of perpetrator case management: maintaining perpetrator accountability and visibility regardless of their engagement with services
- Experience of domestic abuse perpetrator focused risk assessment and support planning
- Experience of developing and maintaining effective relationships with multiple stakeholders, influencing and negotiating change

You have

- A commitment to working in a survivor and safety-led way; keeping the voice of survivors and lived experience of children at the centre of all work.
- An in-depth understanding of coercive control, patterns of perpetrator behaviour, and the impact of domestic abuse on adult and child survivors
- An understanding of cultural diversity and how to provide safe responses
- An open and reflective approach to intersectionality and a willingness to learn. Recognition of social graces and how they afford people different levels of power and privilege and how this relates to domestic abuse

What You'll Achieve

This new role presents a unique opportunity to join Camden on a journey of innovation that began over 20-years ago with the establishment of Camden Safety Net, and more recently the Domestic Abuse Navigator Service. The harm caused by domestic abuse to individuals and society is incalculable, but we must not see this as inevitable or unchangeable. Perpetrator behaviour is always targeted, calculated, and purposeful. It steals opportunities and it ruins lives. In Camden, we want a better future for all. This role will ensure support is available for those that want to change, while ensuring there is a robust survivor/risk led response to those that will not.

Other important information...

People management

The role will have line management responsibility for 4 Domestic Abuse Perpetrator Intervention Workers

Work environment

The team will be based at the Council's offices at 5 St Pancras Square, though due to the need to work with clients in their community setting, frequent travel to locations around the borough will be required.

The application process

Interviews will be held w/c 24th February

Who we are

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.

Asking for Adjustments

Camden is committed to making our recruitment practices 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

