

Job Profile: **Community Partner (Counter-Extremism)**

This supplementary information for **Community Partner (Counter-Extremism)** is for guidance and must be used in conjunction with the Job Capsule for Health & Community Level 4

Job Family: **Health & Community, Level 4**
Salary Level: **Level 4**
Zone: **Zone 2**

It 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.

Role purpose

Extremism is one of the greatest challenges the country faces and local authorities have a core role to play in building more resilient communities and tackling the harms extremists cause. This Home Office grant-funded post will help strengthen our work in this area and support national work to build partnerships with local communities and groups, a key part of the Government's Counter-Extremism Strategy. The main purpose of the role is:

- To build up an extensive understanding of the issues and challenges relating to extremism in the London Borough of Camden, lead on identifying mainstream voices and provide support to groups countering extremism in all its forms.
- To tackle the harms extremism can cause and build community cohesion, supporting national work to build partnerships with local communities and groups, a key part of the Home Office's Counter-Extremism Strategy

Role context/structure

This post sits within the **Community Partnership Unit** and reports to the Strategic Lead for Community Partnerships. The role will also report to officers within the Office for Counter-Extremism, Home Office, to report progress of its key objectives.

The Community Partnership Unit sits within Community Services in the Supporting Communities Directorate, but the functions of the role will cut across Council Directorates

Example outcomes or objectives that this role will deliver

- Develop understanding of the drivers, prevalence and wider harms of extremism in the London Borough of Camden.
- Share local knowledge and insights with the council and national Government, supporting specific national research projects.
- Ensure that national insights and analysis on extremism are used to help shape Camden's strategy and interventions.
- Support the evaluation of projects in Camden, working with evaluation experts and contractors to do so.

- Use expert knowledge to identify and build relationships with individuals and groups in Camden who are credible, mainstream and doing important work to build cohesive, stronger communities and/or counter extremism. This might include public sector professionals, faith leaders or voluntary and community sector managers and trustees.
- Support individuals and groups in identifying what help they require to consolidate and expand their reach, including by pointing them towards and helping them submit high quality bids for the national competitive process for accessing both in-kind support and grants.
- Provide appropriate advice on issues related to extremism and promoting community cohesion to elected Members, council officers, partners and communities to improve their effectiveness and help reduce the reach and recruitment of extremist voices in Camden.
- Share local knowledge and insights with senior Council officers, partners and national Government, supporting specific national research projects.
- Ensure Camden's views inform the national competitive process for awarding support.
- Provide mentoring and support to other local authorities.

People management responsibilities

The role will not have direct line management responsibility; however, they will work within a matrix and so may pull resource from the team or elsewhere in the Council to contribute to the delivery of their objectives. The post holder will agree resources with the Strategic Lead for Community Partnerships and then oversee the work of staff drawn from the flexible matrix operating model. The role will be expected to embrace the ethos of a self-managed team, where resources are used flexibly to deliver agreed priority areas of work.

Relationships

The post holder will work closely and flexibly with colleagues across the Community Partnerships Unit (and senior officers across the council) and with senior colleagues in external organisations to develop and implement strategy and practical ideas for tackling extremism and strengthening cohesion.

The post holder will be expected to develop and maintain relationships across the council, with elected Members as appropriate, partner organisations, government departments and customers as dictated by the roles and tasks they will be carrying out.

Much of the work will be politically sensitive and sometimes contentious and the post holder will be expected to carefully develop effective working relationships with a wide range of community groups, their representatives, elected Members and statutory partners including the police and Public Health, many of whom will have competing perspectives that will make the work complicated and challenging.

The post holder will be largely self-managing with personal management and development carried out within the service. Their day to day management will be by the Strategic Lead for Community Partnerships.

Work Environment

The post holder may be required to work in a variety of teams and workplaces. They may be required to attend evening meetings or other out-of-hours events for which sufficient notice will be given.

Technical Knowledge, Qualifications and Experience

Qualifications

- Desirable: Degree level education or a recognised professional qualification.

Knowledge

- Good knowledge of the London Borough of Camden, local communities and institutions.
- Good understanding of what constitutes both violent and non-violent extremism and how they can manifest in local communities, and the range of interventions that can create more cohesive communities.
- Sound understanding of the Government's Counter-Extremism Strategy.
- Sound understanding of the role that third sector organisations and faith institutions play in the well-being and quality of life of individuals and communities.

Skills

- **Communication Skills:** Ability to sell ideas and concepts with the ability to articulate shared vision across a range of stakeholders, negotiate effectively to achieve successful outcomes and produce high quality written material.
- **Analytical Skills:** Provides creative solutions to problems and whilst considering policy and procedure is also confident in adopting (and justifying) novel or non-standard approaches.
- **Planning and Organising:** Business planning skills with ability to identify and assess risks, manage change and make long term plans which impact on the whole service or the wider Council.
- **Strategic thinking:** Demonstrates a high level of political awareness and links strategies for continuous improvement with the drive to achieve national, corporate and departmental standards and goals.
- **Commercial Skills:** Demonstrates sound business intelligence and ability to identify commercially viable opportunities and produce a compelling business case for funding.
- **People Management:** Ability to exert positive influence over the performance of others, promoting others' self-esteem, inspiring trust and fostering confidence in others' ability to achieve high standards, thereby enhancing a performance orientated culture which supports the delivery of high quality services to the community.
- **Political astuteness and sensitivity:** Have an awareness of the organisational and political context in which the role operates. Be able to recognise and deal with a range of sensitive issues that impact on this work area

Experience

- Experience of working with voluntary and community sector organisations, local institutions and community groups
- Experience of working collaboratively with a range of people from different backgrounds across organisational boundaries to take forward shared priorities and interests.
- Experience of developing and delivering community based programmes and projects designed to strengthen cohesion.
- Experience of providing support, advice and briefings on strategic issues to politicians, chief and senior officer colleagues.

Camden Way (five ways of working)

In order to continue delivering for the people of Camden in the face of ever increasing financial pressure, we need to transform the way we do things. We call this the Camden Way. The Camden Way is a key part of our transformation strategy often referred to as the transformation triangle which links the Camden Plan, the Camden Way and the Financial Strategy together.

The Camden Way illustrates the approach that should underpin everything we do through five ways of working:

- Deliver for the people of Camden
- Work as one team
- Take pride in getting it right
- Find better ways
- Take personal responsibility

For further information on the Camden Way please visit:

<http://www.togetherwearecamden.com/pages/discover-jobs-and-careers-in-camden/working-for-camden/>

Structure Chart

