

Job Profile Information: Youth Violence and Intelligence Analyst

This supplementary information for Youth Violence and Intelligence Analyst is for guidance and must be used in conjunction with the Job Capsule for Job Level 4 Zone 1

Camden Way Category 4

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:

- Increase identification and intelligence on victims and perpetrators involved in and at risk of involvement in gangs and group offending to contribute to the Youth Offending Service and Police outcomes.
- Consider the role of youth violence amongst other complex factors including; Child Sexual Exploitation, Modern Slavery and Radicalisation and offer expert advice to relevant partners such as police, councillors, and stakeholders within and across other London Boroughs.
- Work with partners (including council services) to develop strategies for addressing the key issues and co-ordinating multi-agency delivery of appropriate interventions

Example outcomes or objectives that this role will deliver:

- Provide expert analytical advice in the form of reports, presentations, and recommendations detailing the risks faced by children and young people who may be at risk or are involved in gangs, group offending and exploitation
- To be responsible for the research into and the development of a data system to capture and analyse information on young people involved in youth violence.
- To be responsible for the maintenance of the data system and processes to enable the production of high quality analytical and statistical reports which will be distributed to the IYSS Management Team, YOS Management Board, Councillors, DMT and other external agencies.
- To review and identify service delivery to the changing demands of Camden's youth violence climate in conjunction with the Youth Disorder/Violence and Gangs Team Manager.
- To match the police information to the data available in the YOS and Children Social Care, and other services, to determine which services are currently engaging with the young people, or have worked with them in the past.

- Establish strong relationships with key contacts with all relevant stakeholders (Police, Children's Services, Youth Offending Service, Youth Support Service, National Probation Service and Community Rehabilitation Company, Voluntary Community Sector (VCS) etc.
- To liaise with neighbouring boroughs to share intelligence where there are cross borough issues and develop appropriate responses to these
- To liaise with relevant agencies and other boroughs to obtain research and intelligence about individuals and groups around gangs, using the relevant information systems from the police, Youth Offending Services and Youth engagement services.
- Monitor and evaluate the outcomes of the Bronze group in reducing youth violence and group offending in Camden.

People Management Responsibilities:

No direct line management however is expected to cover in absence of line manager and to coordinate work of staff working on specific work streams

Relationships;

The role operates in a complex landscape of partnership and integrated services. This includes working across IYSS, the early intervention and prevention division, across directorates and with partner organisations, e.g. Police, social care, YOS and VCS organisations

Work Environment:

- Work flexibly across various offices e.g. 5PS, Crowndale, Toepuddle Street Police Station and other community venues depending on the focus of the work.
- There is a requirement to be able to work flexibly and outside normal office hours when required and be flexible and adaptable to ensure consistent provision of service.
- The post holder will be required to take responsibility for the compliance with Health and Safety legislation in accordance with the Council and departmental safety arrangements, policies and codes.
- The post holder will provide cover on other projects during colleagues' absence to ensure continuity of service delivery and efficiency of business functions

Technical Knowledge and Experience:**Qualifications:**

You will be educated to degree level or equivalent analytical experience.

Knowledge of:

- Knowledge and experience of data protection issues, information sharing and confidentiality, especially with regard to client consent and ethical procedures and use of social media.
- Knowledge and understanding of legislative framework and policies relating to child protection legislation and the risks faced by children and young people at risk of involvement in gangs and serious youth violence.
- Ability to conduct research and produce analytical reports of relevance and present at key meetings
- Ability to use a wide range of Professional Information technology skills in particular MS Office packages, including Word, Excel, Access, PowerPoint, MapInfo, i2 and Business Objects
- Ability to work in a team setting, to think creatively and solve problems
- Ability to work with a high level of professional integrity and confidentiality and to prioritise and manage workloads in order to meet strict deadlines
- A good understanding of best practice work with gangs including preventative strategies to reduce youth disorder
- Experience of designing and analysing survey data.
- This post requires DBS clearance and CTC police vetting (can be done in post)

Experience of:

- Experience as a crime or intelligence analyst/researcher.
- Supporting teams and services to deliver on the service plan, meeting the stated aims, performance indicators and desired outcomes
- Affecting change and the ability to challenge, negotiate and influence managers
- Experience of working with multiple stakeholders.
- Experience of working successfully in a multi-agency and in partnership context, sharing information appropriately and sensitively both within and outside the organisation
- Experience of planning, monitoring and evaluating work against national inspection frameworks or national / local performance indicators
- Experience of working with a substantial degree of autonomy and personal responsibility

- Analysing and interpreting complex processes, systems, data and information to identify improvements, keeping in mind the needs of internal and external customers
- Presenting performance management data to a varied audience e.g. voluntary sector partners, service users, teams and managers
- Experience of handling data from multiple sources within a multi-agency partnership environment, specifically in the context of children and young people including crime data
- Prioritising work and to meet deadlines, demonstrating very good interpersonal skills and the ability to work well with all levels of staff across the organisation, and as part of a team

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:

<https://camdengov.referrals.selectminds.com/togetherwearecamden/info/page1>

Chart Structure

