

Job Profile Information: Head of Community Safety and Emergency Management

This supplementary information for *Head of Community Safety and Emergency Management* is for guidance and must be used in conjunction with the Job Capsule for Leadership Job Level 6 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:

It is our vision in Camden that everyone should feel safe in the home and in the communities. Rising levels of crime across the UK, including London and Camden, from increasing drug activity, knife crime, associated with street populations, moped crime, theft and burglaries to the increasing risk and incidents of terror attacks, DVA and modern day slavery, the challenge is huge and constantly changing. We do not have all the answers, and we cannot deliver solutions on our own. As a Council, we take a resident led approach, engaging in Conversations with our communities, and building actions in partnership with the Police, Fire Brigade, and the Voluntary sector. We have seen fundamental and worrying change over the last 10 years, in 2009 Camden was in a position where almost no one was sleeping on our streets; our November 2017 street count reported 127 individuals sleeping rough in Camden. This is shocking and unprecedented. The Head of Community Safety and Emergency Management plays a central leadership role in us working with partners, lobbying government and setting clear strategies to address these issues.

This is a fast paced, high profile role that requires a strong individual who is able to interpret the data and evidence, respond quickly to changes, work across partnership that don't always share the same priorities, hold Members confidence, and work with the community and partners including the GLA, Police, LFB, Voluntary sector. The successful candidate will be comfortable with ambiguity, able to listen and respond proactively, and deliver change in an environment of competing interests and finite resources.

Example outcomes or objectives that this role will deliver:

- You will play a lead role in the development of Camden 2025 Crime outcome work, helping build a future strategy based on clear evidence on what work has a can deliver clear outcomes. You will lead on the key community safety priorities for the Council:
 - Working in partnership to address anti-social behaviour on our streets and our estates
 - Working with partners to reduce crime including knife and moped crime
 - Working to reduce domestic violence, supporting victims at the earliest opportunity
 - Tackling hate crime through awareness raising

- Working in partnership to tackle drug dealing, discouraging visitors to Camden from engaging in drug purchases
 - Striving to prevent modern day slavery and protect victims
 - Finding a route of the streets for everyone sleeping rough in Camden
- You will ensure Camden is prepared for an Emergency incident, and able to deliver our responsibilities under the civil contingencies act.
- You will coordinate and ensure the successful delivery of the Community Safety and Youth Offending Partnership Board.
- You will develop a strong working relationship with the Cabinet Member for Safer Communities providing key updates on work progress, and providing leadership on the development of the Council's strategy.
- You will lead on identifying and delivering safeguarding interventions for vulnerable victims and the wider community, delivering for the people of Camden by incorporating both internal and partnership resources.
- You will lead Camden's approach to prevent, ensuring a counter narrative to all forms of extremism, feeding into our work on community resilience and community cohesion.
- You will ensure we have a strong visible presence within our communities, providing both reassurance and clear points of contact.
- You will ensure Camden uses legislative enforcement powers to best meet the needs of our communities.

People Management Responsibilities:

The post holder will be responsible for ensuring that all officers in the service are working together collaboratively, taking a reflective learning approach to the delivery of the service objectives and thinking together to make decisions on casework and find solutions for customers.

Relationships;

The role will be expected to build and sustain effective partnership relationships with staff and a range of stakeholders (internal and external to the Council). This could relate but would not be limited to the following work areas;

- Identification, Assessment and Reduction of risk
- Using data and information to make resource decisions
- The use of specialist interventions, including legislation and promoting new interventions as appropriate
- Facilitating decisions and actions plans through partnership working
- Use of restorative approaches.
- The delivery of the Council's requirements under the Civil Contingencies Act.
- Learning from good practice

Structure:

The post holder reports to the Director of Community Services and will line manage at least 5 members of staff.

Work Environment:

- The post holder will be required to work in any Council building, remotely in community based or partnership settings such as police stations, health and hospital locations, courts, children's centres and community centres or from home.
- The post holder may occasionally be required to work at weekends, early mornings or in the evenings particularly in relation to the out of hours cover arrangements for Emergency Management.
- 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 own work within the empowered and enabled team culture recognising and utilising the expertise of others where appropriate.
- Post holders are expected to work on their own where it is safe to do so and have regard to the Council's lone working policies working with colleagues and partner agencies where appropriate.

Technical Knowledge and Experience:

- Strong communication and influencing skills
- Financial acumen
- Political awareness and the ability to build relationships with Councillors and Cabinet Members
- Strategic thinking
- Evidence and data analysis and interpretation
- Strong partnership working, including the ability to bring people with you and work across differing and sometimes conflicting priorities
- Good working knowledge and experience of risk assessment processes and trends.
- Experience and understanding of using restorative approaches and community engagement
- Knowledge and experience of managing sensitive intelligence and information securely and safely.
- A reflective learning mindset
- Programme management to deliver clear outcomes

The role will be required to demonstrate or develop knowledge and skills in specific work areas, these include but are not limited to:

- Domestic Violence and Abuse (DVA) – Understanding how to use safety interventions to reduce risk
- Youth Violence – Having the capacity to work effectively around attendant issues such as Child Sexual Exploitation.
- Safeguarding – Working in partnership to protect vulnerable adults and children
- Preventing Violent Extremism – Understanding the links to Community Cohesion and Community Resilience and Hate Crime
- Rough Sleeping and Street Population issues - Understanding the impacts in relation to community safety, crime and community confidence
- Antisocial Behaviour – Using legislation and interventions such as CCTV to reduce risk to victims
- Crime Reduction – Understanding how work with offenders can reduce risk, especially in terms of hate crime and DVA.
- Providing community reassurance following critical incidents
- Emergency Management – Delivering the responses required of the Council set out in the Civil Contingencies Act.

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