Draft Job Profile for the **Head of Safer Camden Network**

**This supplementary information for the Head of Safer Camden Network is for guidance and must be used in conjunction with the Job Capsule for Job Family: Health and Community Job Zone 6 Level 2**

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| **Job specific accountabilities** |
| In Camden, the well-being of our residents underpins everything we do. Our ambition is clear: to create the right conditions for residents to lead high quality, fulfilling lives in a healthy, safe borough. We are looking for someone with effective leadership skills to champion a resident-focused approach and get the best out of staff and partners.  As the Head of Safer Camden, you’ll continue our work to transform our approach to eradicating and reducing violence. This is a high profile role where you’ll work directly with residents, develop new approaches, and respond to community need.  We are seeking an experienced leader who will lead our response to the challenges facing people at risk of violence.  **You lead and engage:**  As an effective leader, you’ll need to establish a cross-council virtual team with the expertise and ability to influence and take action.  A key aspect of this role will be to bring together people from existing disciplines to help reduce violence, deter those from engaging in violent activity, and help provide alternative life paths for those currently at risk of being victims or perpetrators of violent crime.  Bringing people and organisations together to work in a different way will be a key challenge in this role.  You will work collaboratively alongside the Police, NHS, Criminal Justice professionals, schools, our residents and community groups, as well as with academics, learning and innovation organisations to develop sustainable solutions to the challenges faced by our communities.  You will drive both a People and Place approach to this issue. The work of this virtual team will proactively lead the response to violence in Camden at all life stages - from youth safety to adults.  This team will build on the recommendations of the Camden Youth Safety Task Force, be driven by the data and evidence, and test, experiment and prototype to find hyper local solutions.  **You think strategically and create clarity:**  To deliver the ambitions of Camden 2025 you will be someone who is able to ‘join the dots’, challenge current thinking and develop creative solutions to difficult issues.  You will help create new ways of working, draw new insights to fundamentally re-define how things are done and boil down complexity to provide clarity and focus. Leading the network to do everything possible to minimise the likelihood of further violent crime in Camden.  You will demonstrate exceptional communication skills, and are able to inspire and mobilise staff from executive level to the front line. You are a visible and credible leader, and understand the importance of evidencing Safer Camden activity and progress in order to improve people’s perception of safety  You’re not afraid to take a stand, acting on Camden’s values, challenging powerful individuals or groups to act on their stated values and go out on a limb to defend what you believe in. You have a deep understanding of risk management within the context of the Safer Camden work in order to safeguard those at risk of being drawn into violent crime and becoming both the victims and perpetrators.  You manage relationships for the long term – building trust, openly tackling conflict and finding win/win solutions. You set priorities and make choices based on the wider needs of the borough or the community.  **You have strong identity:**  You build trust with citizens, colleagues and partners to deliver our ambitions for Camden.  You are resourceful and hands-on, and able to get involved with local people and organisations to shape an efficient solution. An ability to work at all organisational levels, including very locally, is key.  **You focus on citizens:**  You can maintain a continual focus on the outcomes for the communities we serve. This means ensuring citizens and other stakeholders are engaged and listened to when making decisions about their services, and enabled to develop solutions for themselves.  You embed a culture focused on citizens, working across neighbourhoods, ensuring that staff & partners keep the needs of residents at the forefront of everything they do, while modelling this yourself  You are passionate and can demonstrate your ability to mobilise people and deliver significant change, whatever sector you come from.   * You will report to the Director of Communities, but will work across Supporting Communities, Supporting People and the Corporate Centre. * You will create and provide leadership to the Safer Camden Network team which will bring together key Officers from across the Council to work in a new and innovative way at a hyper local level with residents and partner organisations. * You will contribute towards the leadership of the Community Services division   **Key partners this post is required to work with include:** Senior Officers, Members, Ward Cllrs, the Metropolitan Police, NHS, criminal justice, schools, community groups and residents.  **Line Management Responsibilities:** A key challenge of this role will be to develop a ‘virtual team’ across teams and stakeholders. We do not expect this role in have direct line management responsibilities at present.  You will create and provide leadership to the Safer Camden Network team which will bring together key Officers from across the Council to work in a new and innovative way at a hyper local level with residents and partner organisations. |