

Job Profile Information: London Resettlement Partnership Strategic Manager

This supplementary information for London Resettlement Partnership Strategic Manager is for guidance and must be used in conjunction with the Job Capsule for Leadership Job Level 6 Zone 1

Camden Way Category Leadership

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:

ALDCS and HMYOI Feltham agreed to a joint approach to developing principles and practice of resettlement in Sept 2019. A multi-agency working group set out the groundwork followed in Feb 2020 by a workshop at Feltham, working with Governor at Cookham Wood, DCSs from London along with their YOT managers plus YCS, YJB, MOPAC and specialists to develop the approach also reflecting on the learning from the S + W Yorks Resettlement Pathfinder.

This was informed by the YJB national Policy on Constructive Resettlement which sets out the aims for resettlement work.

A fundamental part of the Partnership model is the role of a Strategic Manager to act both as a strategic broker and to support operational delivery through for example the Practice Forum. Previous Research has found this discrete Strategic Manager role to be crucial to the achievement of successful outcomes by a Resettlement Partnership. The post will be managed jointly by Camden LA on behalf of the resettlement partnership.

The aim of the London Resettlement Partnership is to improve resettlement outcomes for young people aged 10-18 returning into the community from custody, through multi-agency working at a regional and sub-regional level. The partnership will also use its learning to escalate issues of national policy and practice. Agencies making up the Partnership include:

- Association of London Directors of Childrens' Services
- Strategic leads of Youth Offending Teams (YOTs)
- Through YCS the YOIs at Feltham and Cookham wood – extending as resource allows to other secure estate partners
- Key strategic partners at national, regional level

Example outcomes or objectives that this role will deliver:

The Partnership is committed to deliver a significant and sustainable change in the way that local partners achieve successful resettlement for young people who offend.

The London Resettlement Partnership is overseen by a Governance group representing the key partners. The key objectives of the strategic manager role are:

- To work with the Governance group on the creation and delivery of a development plan.
- To manage the delivery of the plan and report on progress to the Governance group, including identification of barriers to progress which the group will address.

In detail:

- 1) The post holder will have autonomy to make decisions about the operation of the partnership within the approved strategic plan and be accountable to the LRP Strategic Partnership Governance group.
- 2) The post holder will represent the LRP in work with national and regional partners. This will include representing LRP with the YJB Pathfinder network.
- 3) The postholder will develop matrix management links across the 32 London Boroughs and in relation to relevant sub regional groups.
- 4) The postholder will engage with strategic and operational stakeholders across relevant statutory, private, voluntary and commercial sector organisations to develop and implement the vision for the London Resettlement Partnership.
- 5) The postholder will be able to communicate and work credibly at both strategic and operational levels. The postholder will have an understanding of the cultures and priorities of stakeholders across statutory, private, voluntary and commercial sectors.
- 6) The postholder will need to establish effective working relationships with staff and managers in the custodial establishments with which the Partnership is aligned.
- 7) The postholder will work with commissioners and providers to ensure the effective delivery of resettlement services. The postholder will be expected to generate enthusiasm and a commitment from partners.

- 8) The postholder will lead the development and implementation of the Partnership plan. The Partnership is expected to deliver a significant and sustainable change in the way that local partners achieve successful resettlement for young people who offend.
- 9) The post holder will support multi-agency working and accountability systems and protocols across Partnership members to ensure the delivery of benefits such as:
 - Reduced reoffending of young people leaving custody
 - Associated cost savings of less young people returning to custody
 - Improved ETE, health and accommodation outcomes for young people leaving custody
 - Improved relationships and communication between partnerships and service providers to enable young people leaving custody to achieve a wraparound package of support
 - Increased and improved collaboration between the secure estate and YOTs
 - Sustainable improved life chances for young people which continue beyond the end of any statutory order
- 10) In order to achieve this the post holder will need to ensure that the Partnership is managed in such a way that accountabilities are robust, management information and risk management procedures are sound, and that there is an adequate balance between time spent on strategic management issues and that spent on ensuring the delivery of enhanced resettlement services to young people.
- 11) The post holder will hold partners to account where service delivery is insufficient.
- 12) The post holder will hold responsibility for a significant budget on behalf of local stakeholders and provided through a grant from regional or national bodies
- 13) The post holder will be expected to share and develop emerging and effective practice with counterparts in other resettlement Partnership areas and to attend quarterly London based meetings to enable this.
- 14) The post holder will be expected to performance monitor and quality assure the work of the Partnership. This will include data collation, data analysis and the collection of case studies.

15) The post holder will be based at one of the Partnership's partner agency offices. This may be in the secure estate or in the community and may move around during the course of the project.

People Management Responsibilities:

Responsible for administrative support officer currently provided through the board (likely to develop over the course of the work)

Relationships;

- This post will be line managed by the Camden Local Authority manager.
- The post holder will be jointly accountable to the Governance Group.

Work Environment:

Office based but also required to work across the whole of London so often on visits to other LAs, partner agencies and institutions

Technical Knowledge and Experience:

Essential:

- Significant professional experience of work with vulnerable young people and the youth justice system
- Experience of community and/or custodial youth justice provision at strategic and operational levels
- Experience of working within a strategic role with local authority partners
- Experience of leading large scale change projects and a track record of successful delivery to tight deadlines
- Experience of dealing credibly with senior people in influencing, collaborating and negotiating
- Knowledge and experience of local service provision networks across the statutory and voluntary sectors

Desirable:

- Project Management experience
- Experience of managing budgets
- Experience of managing project communications

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 select the attached [HERE](#)

Chart Structure

