



## Missing and Child Exploitation Coordinator and Analyst

### Interview Pack

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Candidate Name:

FlORANCE Lindsay walters

Assessor Name:

Tracey Murphy

Assessment Date:

19/04/21

Note: ID and relevant qualifications must be viewed and scanned prior to starting interview.

For further information please refer to your ID Guide.

\* Pick and chose the questions that you feel are appropriate for the role

## Motivation & Fit

### Questions\*

Please tell us why you have applied for this position and what skills you would bring to this role?

- Take a few minutes to briefly talk me through your last few roles on your CV.
- Why are you moving on from your last position?
- What has attracted you to work for Camden?
- What do you feel you can bring to the role?
- What support do you feel you will need in this role?

### Candidate's Response

[Write the candidate's answer in as much depth as possible]

→ Has relevant Skills and knowledge of missing / CSE / CCE  
→ Good understanding of external resources and working with these resources to ensure good service delivery -  
→ Camden has "rebellious" approach to identifying service delivery in regards to CCE / CSE / missing -  
→ Building user relationships (S)

## Deliver for the people of Camden

We provide excellent customer services to our residents, businesses and communities and ensure they are at the heart of everything we do. We actively respond to and follow through on their requests, learning from what they say about us and making sure their needs and perspective are reflected in our service and individual priorities.

### Question\*

Please give an example of when you provided an insightful new perspective that helped the organisation better tackle strategic issues.

Prompts:

What was the new perspective?

How did it help tackle strategic issues?

How did you communicate the new perspective?

On reflection, would you have done anything differently?

### Candidate's Response

- FACA UK - worked with international child trafficking charity -
- designed programme - including child participation -
- capturing needs through meeting with children and gaining perspective -
- working with external agencies -
- sharing information -
- identifying barriers + addressing issues in a timely way - **4**
- Implementation of survey in to work - creating a platform for feedback from children.

## Find better ways

We improve or find new and innovative ways to deliver services that matter for the people of Camden, and use our resources ever more efficiently to deliver value for money. We continuously develop our skills, learn from experience and feedback, and support each other so that we are the best we can be.

### Question\*

Can you tell me about a time when you have implemented changes to achieve the organisation's strategic aims more effectively?

Prompts:

What were your initial strategic aims?

How did the implemented changes aid the organisation's strategy?

On reflection, what would you have done differently?

→ This role will include providing managed oversight of missing analyst

### Candidate's Response

→ Creating works in Camden Post was a really created post. This worked with current CSE / case / missing analyst to build new tools and systems to more carefully consider missing children and strengthening practice and data in respect of this area.

→ working to improve and strengthening relationships with CS - commissioned

Service -

→ Ability to prepare monthly ad bi monthly reports around data in regard to missing.

④

## Take pride in getting it right

We take personal pride in getting it right first time. We need to understand what is important to our customers and make sure our decisions are based on good quality data and other shared intelligence. This is particularly critical when we are facing ever increasing financial and resourcing pressures.

### Question\*

Can you give me an example of when you have gathered data and evidence from the broader environment to inform your thinking?

Prompts:

What information did you find?

Where did you find the information?

How did you integrate this into your organisation/service?

What was the outcome?

### Candidate's Response

I whilst working as a research analyst at Sky developed IS A Snidance on legislative changes following GDPR. Conducted telephone research with key stakeholders and also using legislative research and identifying obstacles to ensuring that any changes in data sharing can be managed and overcome. Understands Camden's best way in terms of gathering and sharing information  
→ Taking pride in evidencing outcomes (3)



## Take personal responsibility

We take personal responsibility and have confidence in our abilities so we can act decisively and make an impact on customers within our everyday roles. As we reduce the layers of management we need to be clear about the Council's expectations so we feel empowered to take Initiative at all levels. We are flexible and pro-active in solving problems and make decisions as close to customer as possible.

### Question\*

Can you describe a recent situation where the quality of the impact you made influenced others and convinced them to support your strategy?

Prompts:

What was your strategy?

How did you influence others?

How did you implement your strategy?

What was the outcome for the organisation?

### Candidate's Response

→ Previousy worked at the Institute of Practice  
 → Ensuring management style was to support and encourage best practice -  
 → Took responsibility to ensure work force was supported with well being and not to help improve staff morale.  
 → Used research - Co-ordinated with stake holders. and board members - to encourage support around Championing well-being  
 → Willing to implement well-being working group - encouraged more senior management to participate and support -  
 → Affects to change - has worked in different environments - positive attitude - can be task/solution focused.

→ Took initiative and created change within a current resources

## Work as one team

We can achieve more by working together with colleagues and partners to make a difference to the people of Camden. We break down traditional organisational boundaries by sharing information and knowledge, learning from feedback and joining things up for our residents so they have the best experience of the Council. The challenges we face are bigger than any one of us, any team or any single organisation but if we work as one team we can continue to successfully deliver the Camden Plan.

### Question\*

Can you give me an example of when you built and maintained a strategic partnership in order to deliver shared goals?

Prompts:

Who were the partners?

How did you work with them to achieve your goals?

What was the end result?

### Candidate's Response

→ From a grant for social care to look at "what works" aspects of social care delivery + look at service users experience designed programme to look at saving user and professional feedback and how things could be sought -

→ Encouraging confidence to share information and views - lots of different agencies involved trying to find shared goals

→ would ensure recruiting + mentoring of successor for services current role -

## Technical Competence

Insert any technical questions that are appropriate for the role

Question\*

Test and Presentation Comments

Candidate's Response

Very good written test.  
Covered key areas in written presentation  
and within the 10 minute verbal feedback