

Job Profile

Job Title: Domestic Abuse Navigators Lead

Job Grade: Level 5 Zone 1

Salary Range: £47,575 - £55,188

About Camden

Camden is building somewhere everyone can thrive, by making our borough the best place to live, work, study and visit. We're home to the most important conversations - happening today and we're making radical social change a reality, so that nobody gets left behind. Here's where you can help improve the lives of our citizens. Tackling Violence Against Women and Girls (VAWG) is at the heart of our ambition. We are investing further resources in this area, acknowledging its detrimental effects on our society and that the time to act is now. Safety at home and in the community is one of our Camden challenges in 'We Make Camden', our recently updated vision for the borough, highlighting the necessity to tackle VAWG. We know we have a lot to do and are looking for someone who wants to part of our mission to move beyond supporting individuals towards changing the system. This role is a unique opportunity to make a difference to survivors of domestic abuse in Camden through creating long-term systems change.

We are at a pivotal point in our journey. We need additional team members to help us achieve our vision and make the changes that we know need to happen to improve survivors' journeys in Camden.

About the role

We know that some domestic abuse victims and survivors in Camden who need additional support, once risk has been reduced and safety has been achieved. We know that the experience of VAWG intersects with severe disadvantage, increasing their vulnerability and posing additional barriers to recovery. The model is predicated on assertive outreach, a trauma-informed approach, flexible 1-1, group support which helps victims and survivors receive the support they need. Building on successful programmes, assertive outreach domestic abuse team will be based in the community, and will work at an individual survivors' pace delivering high quality interventions along the continuum of need. The team will develop a strong constant relationship with survivors, working with a small case load to provide a bespoke offer, which promotes positive change.

This is a new role and service in Camden – you will be responsible for shaping the new service as it develops within the wider VAWG landscape in the Council. You will be responsible for leading the service, promoting the service across the organisation, and negotiating with stakeholders to advocate for the service and survivors.

About you

- Experience of managing, leading and maintaining a diverse, strong and motivated team

- Ability to advocate and promote the service, and influence change
- Experience of building strong trusted relationships with victims/survivors, or those with additional support needs
- An understanding of the impact of domestic abuse on survivors and children
- Experience of partnership building and maintaining working in a multi-disciplinary setting
- Experience of support planning and risk assessment
- An understanding of cultural diversity and how to provide safe responses
- Experience of maintaining excellent relationships and experience of building trusting partnerships across the multi-agency spectrum influencing and negotiating change
- Ability to bring the voice of survivors and lived experience of children

Work Environment:

The role will be based in locations around the borough, working with clients in their community setting. Working locations will be based on the needs of survivors.

People Management Responsibilities:

The role will have line management responsibility for 5 members of staff – 4 domestic abuse outreach leads, and 1 Domestic Abuse Housing Alliance (DAHA) Co-ordinator.

Relationships:

The role will be expected to sustain effective partnership relationships with a range of stakeholders as demanded by operational work and the wider demands of the service.

Over to you

We're ready to welcome your ideas, your views, and your rebellious spirit. Help us redefine how we're supporting people, and we'll redefine what a career can be. If that sounds good to you, we'd love to talk

Is this role Politically Restricted?

Some posts at Camden are politically restricted, which means individuals holding these posts cannot have active political role. For a list of all politically restricted roles at Camden [click here](#).

Diversity & Inclusion

We want Camden Council to be a great place to work and to ensure that our communities are represented across our workforce. A vital part of this is ensuring we are a truly inclusive organisation that encourages diversity in all respects, including diversity of thinking. We particularly welcome applications

from Black, Asian and those of Other Ethnicities, LGBT+, disabled and neurodiverse communities to make a real difference to our residents so that equalities and justice remains at the heart of everything we do. Click [Diversity and Inclusion](#) for more information on our commitment.

Agile working

At Camden we view work as an activity, not a place. We focus on performance, not presenteeism. We create trusting relationships, we embrace innovation rather than bureaucracy and we value people. Collaboration is the Camden way, silo working isn't.

At Camden we are proud to be one of Hire Me My Way's inaugural campaign supporters. Hire Me My Way is a national campaign led by Timewise, designed to increase the volume of good quality jobs that can be worked flexibly in the UK (www.HireMeMyWay.org.uk). Hire Me My Way aims to treble the number of available good quality flexible jobs to 1 million by 2020.

Asking for Adjustments

Camden is committed to making our recruitment practices barrier-free and as accessible as possible for everyone. This includes making adjustments or changes for disabled people, neurodiverse people or people with long-term health conditions. If you would like us to do anything differently during the application, interview or assessment process, including providing information in an alternative format, please contact us on 020 7974 6655, at resourcing@camden.gov.uk or post to 5 Pancras Square, London, N1C 4AG