

Job Profile

Job Title: Camden Safety Net IDSVA Team Manager

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.

Camden Safety Net (CSN) is the Council's in-house independent Domestic and Sexual Violence Advisory Service. It is a confidential service for domestic abuse survivors for anyone who lives, works or studies in the borough of Camden. CSN provides advice and advocacy on:

- safety planning
- risk assessment
- finding legal advice
- emotional support
- criminal justice
- housing
- children's and adults' social care

To help us with the next stage of our service, we have created two new CSN senior roles to support the team to continue offering high quality, helpful and purposeful services for survivors of domestic abuse and their children.

About the role

The role will have line management responsibilities for a team of independent advisors (IDSVAs). You will be responsible for ensuring the smooth and safe operational management of CSN as well as helping to shape CSN as it develops within the wider VAWG landscape in the Council. As part of the CSN management team, you will be responsible for managing, developing, monitoring and reviewing the operational running of CSN and negotiating with stakeholders to advocate for the service and survivors. You will provide effective line management of staff together with robust case supervision; this will include assessment to inform appropriate decisions relating to complex cases and other practice issues. You will also hold a small caseload. The duties include:

- Undertake regular management oversight of high and medium risk cases both individually and within the team of IDSVAs that you supervise
- Responsible for own caseload
- Ensure appropriate escalation of cases where safeguarding concerns are identified.
- Ensure quality and standards in provision delivered by the CSN team, including maintaining an evaluation framework and tracking and reviewing outcomes for children, families and communities supported by the team
- Provide all staff within the team with regular and appropriate supervision, and identifying and addressing performance management issues
- Identify training needs within the team and facilitate appropriate training and professional development.
- Plan and deliver team meetings, Touchdowns and “thinking” spaces
- Familiarization with case details of the wider team caseload
- Manage internal and wider community resources, including management of budgets and other resources, ensuring compliance with financial and administrative policies and procedures.
- Work as the interface between the team and other Camden statutory and voluntary organisations to facilitate approaches to meeting the diverse needs of clients in Camden,
- Keeping abreast of changes in practice arising from key national policy and the stages of the Domestic Abuse Bill and ability to influence practice as a result
- Work with colleagues to develop a culture of continuous improvement for all teams within the service, monitoring the performance of the team against performance measures and developing strategies to improve performance where necessary.
- Deputise for VAWG Lead as required.

About you

- Experience of managing, leading and maintaining a diverse, strong and motivated team
- Experience of case supervision, reflective practice and an understanding of a trauma informed approach
- 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
- Knowledge of finance and budget setting

Work Environment:

The role will be based in locations around the borough-to align with co-location of IDVA services. Camden Safety Net's main offices are in 5 Pancras Square.

People Management Responsibilities:

The role will have line management responsibility for 5 /6 front line members of CSN staff

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