

Director of Violence Reduction Network, Croydon

This post will lead advice, strategic direction and management with regard to violence reduction and community safety on behalf of the Council, the Safer Croydon Partnership, and in conjunction with local, sub regional and national partners including the Mayor's Office for London, National Probation Service, Ministry of Justice and the Home Office

Reports to: Executive Director Place, Croydon Council

Responsibility for: Family Justice Unit, CCTV service, data hub, Policy and Partnerships Service, Anti-Social Behaviour Unit, PREVENT service.

Job Purpose:

This post will be responsible for the creation and delivery of a new service to support the councils approach to violence reduction by seeking to reduce incidence of violence by tackling root causes, and will be responsible for leading on all work with the objective of shifting Council and partner services to this same new path.

Principal Accountabilities

1. Responsible for the creation and development of a Violence Reduction Unit and the development of a model of delivery that gains a local, sub regional and national reputation for leading edge creativity, excellence and results
2. Leadership of the violence reduction service to ensure that intended outcomes are being achieved through effective management against key performance measures.
3. Providing guidance and support to Elected Members to help them translate their political priorities into initiatives that deliver the intended outcomes for residents.
4. Develop, establish and maintain strong and effective formal and statutory partnerships in the Safer Croydon Partnership to ensure that partners work together in trust and to jointly agreed objectives and action.
5. Builds formal relationships with key stakeholders such as the Local Strategic Partnership, the Youth Justice Board and Safeguarding Boards to ensure they are aware of and deliver their responsibilities with regard to community safety.
6. Establish and maintain strong and effective relationships with local and national key stakeholders to develop multi-agency responses agencies to

reductions in violence work effectively together and in accordance with jointly agreed objectives.

7. Guide and inform local commissioning priorities through the Joint Strategic needs Assessment and the Community Safety Needs Assessment.
8. Produce the Croydon Community Safety Strategy and the Croydon Community Safety Partnership's Strategic Needs Assessment for the Safer Croydon Partnership
9. Develop and deliver effective communications strategies in relation to community safety and violence reduction to reduce the fear of crime and improve perceptions of safety.
10. Have responsibility for development, implementation and delivery of national, regional and local policies, developing inter-agency and interdisciplinary strategic plans and programmes, with delegated Board and organisational authority to deliver key community safety targets and against Home Office, police and Safer Croydon Partnership indicators as appropriate.
11. Take a lead on community safety research within the Directorate, including developing the quality of research and audit within the Directorate and commissioning research, audits and evaluations as required.
12. Leading on service development, evaluation and quality assurance governance in specific areas and for preparing and adjusting action plans in line with changing needs and geographical boundaries.
13. To operate within the governance, financial and legal frameworks of the Council at all times.
14. Ensure equalities is embedded into all aspects of professional and managerial roles, including service delivery and at all times carry out your duties with due regard to the council's policy.
15. Ensure by robust management that the services and staff you are responsible for adhere to the council's health and safety policy and operate within the safety management frameworks.

The list of duties in the job description should not be regarded as exclusive or exhaustive. There will be other duties and requirements associated with your job and, in addition, as a term of your employment you may be required to undertake various other duties as may reasonably be required.

Your duties will be as set out in the above job description but please note that the council reserves the right to update your job description, from time to time, to reflect changes in, or to, your job.

You will be consulted about any proposed changes.

Key Stakeholder Relationships

Internal: Councillors, Corporate Leadership Team, Place Management Team, Director of Public Health, and Council Directors

External: Secretary of State, Government Departments, National Consultation Groups, Strategic Partners, Other Local Authorities, Trade Unions, MPs, Partner Organisations, Police and Regulatory Bodies, Professional Bodies and Voluntary Groups.

Statutory Responsibilities

Ensuring compliance with the Crime and Disorder Act 1998 including production of statutory documents and consultation processes and oversight of Council compliance with s 17 of the Crime and Disorder Act

Political Restrictions

This post is politically restricted and under the Local Government and Housing Act 1989, as amended by the Local Democracy, Economic Development and Construction Act 2009 and the post holder may not have any active political role either in or outside the work. This provision is enacted by the insertion of Schedule 5 of the 2012 Health & Social Care Act.

Delegated Authority

The post holder is required to be on call as part of an on-call rota.

Person Specification - Director of Violence Reduction Unit

Specific Minimum Qualifications and Expertise

- A professional or management qualification or educated to degree level or demonstrable equivalent experience.
- Evidence of continuing professional development, leadership and personal

Experience

- Significant senior management experience in the provision of community safety within a multi-cultural urban community.
- Proven ability to lead a strategic team at a similar level through customer services and leadership capability
- A successful track record and background of consistent achievement at senior management level in a local authority or large complex organisation.
- Demonstrable experience and high level of understanding of community safety practice, the legislative and regulatory regimes related to the entire community safety area, and the prevention agenda in a local authority context.
- Demonstrable excellence in team management and service delivery in relation to the provision of services that achieve successful outcomes.
- Experience of working in complex political and social environments
- Experience of working in partnership with a wide range of internal and external stakeholders / bodies including statutory bodies and organisations

Knowledge and Skills

- High level of communication skills to persuade and engage audiences and form positive relationships at all levels (internally and externally).
- Ability to work in a collaborative way to transform service delivery including the ability to manage internal departmental relationships
- A visionary and transformational leader with a full understanding of relationships and culture of organisations that impact on the wider determinants of health as well as health service.
- Evidence of being a strong corporate player who will lead, motivate and inspire their teams and build a high performing culture.
- Ability to work effectively across a range of service disciplines and with a range of people.
- Expertise in data analytics and targeting work in relation to identified needs.
- Commitment to the Council's core value and objectives

OUR
VALUES

DIVERSITY
VALUING
DIFFERENCES

STAND
FOR
OUR
VALUES

Corporate Values

Our values are the base of every job role within Croydon – our values are fundamental in everything we do as a Local Authority. You are required to demonstrate a commitment to our corporate values and this will be assessed using the criteria below:



One Team: To cross boundaries to work together towards shared goals with colleagues, partners and communities

- You are strategically innovative in your approach to building and maintaining partnerships and you and your teams act in a joint enterprise with them. You use your contacts and colleagues to bring teams together.

Proud to Serve: We strive to always do our best for the community, getting the most from limited resources and using taxpayers' money wisely

- You are proud to be part of the wider Croydon and the contribution you and your teams make to it. You make a difference to people's lives through engagement and you strive to get the best possible value for money for customers.

Honest and Open: We work hard to build trust by treating everyone with honesty and integrity

- You think through who needs to understand to demonstrate and explain clearly. You take people's views into account continuously. You trust people, colleagues and staff, to do their best and deal with any issues positively.

Taking Responsibility: We encourage and support each other to take responsibility and show what we can do, learning together and recognising each other's contributions

- You are clear where formal accountability lies and where we can all take responsibility for results. You praise your colleagues for their efforts and ideas and thank them for their contributions.

Valuing Diversity: We make the most of the many perspectives that make Croydon distinctive

- You treat all staff and customers with equal value and respect. In everything you do, you make good use of the wide variety of background, skills and perspective your teams, the Council and the community.