

JOB REMIT

Role	VRU Community Engagement Lead	Team	Violence Reduction Unit
Reports To	Senior Manager Youth and Community Engagement	Directorate	Violence Reduction Unit
Post Reference	E5162	Grade	5
Purpose of the Role			
<p>Tackling violence is the Mayor of London's top priority. He set up London's Violence Reduction Unit to pioneer an approach to tackling violence in London that is rooted in prevention and early intervention.</p> <p>The VRU's Community Engagement Lead will join us in supporting our work in the management and development of our youth work and faith sector support, as well as our holistic community outreach programme.</p> <p>The Community Engagement Lead will ensure effective partnership arrangements are in place to involve communities in decision-making and in the planning, design, governance and delivery of programmes of work, with a particular emphasis on those with 'lived experience', those in affected areas or neighbourhoods and young people.</p>			
Main Duties and Key Accountabilities of the jobholder			
<ul style="list-style-type: none"> Take a leading role in working with the local London communities to coordinate local responses to serious violence, in alignment with the VRU operating model. Work across the VRU partnership to develop and disseminate good practice models for community engagement. To work with local partnerships to map community engagement activity at the local level to ensure alignment, avoid duplication and maximise outcomes. Work with partners to gather and record insight from communities and community feedback to ensure it informs continuous development within the VRU. To use creative and innovative methods of engaging London's communities, including new technology and community development approaches. To develop and embed good practice model of community involvement at every level throughout VRU activities Manage resources allocated to the job in accordance with the Authority's policies and Code of Ethics and Standards and realise the benefits of London's diversity by promoting the diverse needs and aspirations of London's communities. To be involved in all aspects of the commissioning cycle, including monitoring and reporting and ensuring quality assurance measures are in place that support the aims and activity of the VRU Ensure communication of the programme's process and actions are high quality and key influencers are prioritised 			
Working Relationships and Contacts			
<ul style="list-style-type: none"> The post holder will be required to develop and maintain effective working relationships across the GLA family, partner agencies and their representative bodies, the Metropolitan Police, community members and young people, criminal justice agencies and statutory and third sector partners which are involved in delivering, supporting, or engagement with the Violence Reduction Unit. 			

Role Requirements

- Strong experience of work with diverse communities and awareness of their needs, concerns and interests, and co-designing programmes with communities
- Significant management experience of commissioning, programme management, working in partnership and service delivery within a violence reduction environment.
- Strong ability to build relationships, influence and negotiate with prospective providers of commissioned services, stakeholders, and partners.
- Skilled at working across organisational boundaries, building rapport and motivating others to succeed.
- A proven track record of successful commissioning and involvement throughout the commissioning cycle.
- Demonstrable experience of using new methods and technologies to improve community engagement, particularly with hard to reach groups
- Evidence of continuous learning and improvement, and using community insight to improve engagement activity, and fill gaps where needed.

Required Competencies

Setting Direction

1. Seeing the big picture - Anticipate economic, social, political, environmental and technological developments to keep activity relevant and targeted
2. Changing and improving - Effectively capture, utilise and share customer insight and views from a diverse range of stakeholders to ensure better policy and delivery
3. Making effective decisions - Identify the main issues in complex problems, clarify understanding or stakeholder expectations, to seek best option

Engaging People

4. Leading and communicating - Clarify strategies and plans, giving clear sense of direction and purpose for self and team
5. Collaborating and Cross Team Working - Actively involve partners to deliver a business outcome through collaboration that achieves better results for customers
6. Building capability for all - Ensure that individual and organisational learning and talent development opportunities are fully exploited in order to enhance organisational capability

Delivering Results

7. Achieving outcomes - Work effectively with different organisations such as private sector and voluntary groups to commission and source solutions to achieve policy and organisational goals
8. Delivering value for money - Weigh up priority and benefits of different actions and activities to consider how to achieve cost effective outcomes
9. Managing a quality service - Presents the MOPAC positively by interacting effectively with stakeholders
10. Delivering at pace - Get the best out of people by giving enthusiastic and encouraging messages about priorities, objectives and expectations

MOPAC Organisational Values

The work MOPAC performs makes a significant contribution to the safety and security of Londoners and the organisation seeks to maintain and build trust and confidence with all its partners and the public it

serves in discharging this important responsibility. To achieve this all MOPAC employees are expected to uphold the standards expected of those working in public service and demonstrate the following values in all they do;

Leadership; Supporting and challenging ourselves and others to make Londoners safer

Contribution; Giving our best in our roles and helping colleagues to achieve and develop in theirs

Innovation; Willing to try new ideas to make things better, using research and evidence to prove what works and to learn from what doesn't

Cooperation; Bringing people and organisations together to better serve Londoners

Honesty; Doing the right thing - behaving ethically, with integrity, impartiality and transparency

Respect; Treating others as we would like to be treated ourselves

General Responsibilities

- To adhere to MOPAC's Equality & Diversity and Equal Opportunities policies in all activities.
- To be responsible for your own health and safety and that of your colleagues and all others in the workplace, in accordance with MOPAC Health and Safety policies.
- To work in accordance with data protection policies and adhere to Freedom of Information policies where appropriate.
- To undertake such other duties as may be reasonably expected.

MOPAC COMPETENCY FRAMEWORK

Manager/Senior Specialist Competencies applicable to this post;

Delivering Outcomes

Delivers quality outcomes to meet objectives

Works in partnership to support the delivery of relevant objectives. Ensures a high quality service, balancing the needs of customers and stakeholders. Manages a range of tasks, delivering to time and quality, and monitoring the performance of others where relevant. Adapts and responds to shifting priorities. Deals with challenges and generates solutions. Reviews working practices and acts to improve service delivery.

Manages work through informed and reliable judgement

Implements plans and considers contingencies. Gathers and evaluates information to inform decision-making, and minimise risk where practicable. Provides guidance and support, seeking it where appropriate. Takes responsibility to promote improvement by identifying, sharing and applying lessons learnt.

Organisational Influence

Provides strong leadership

Provides visible, approachable leadership and leads by example. Values and motivates colleagues, dealing with their concerns in a consultative way. Actively demonstrates the promotion of equality and valuing of diversity and helps others to do so. Develops from own experience and supports the development of others where relevant. Takes account of how own behaviour affects others.

Ensures professional standards are upheld and that senior decisions are acted upon. Manages performance and staff issues appropriately and fairly where relevant. Shows initiative, personal resilience and motivation to deliver a quality service, demonstrating ownership over area of responsibility. Upholds legislation, regulations and policy, acting with integrity, and challenging those who do not.

Develops effective communications and working relationships

Builds effective relationships with customers, colleagues and stakeholders. Communicates effectively and inclusively with customers, senior managers and team members. Ensures clear, two-way communication through listening and responding appropriately, learning and sharing information. Works collaboratively across and outside of the MPS where practicable, upholding organisational reputation.

Productivity

Manages the right resources to enable effective working

Plans and prioritises work, aligning resources to achieve local objectives. Distributes work fairly according to capacity, knowledge and skills where relevant. Uses MPS resources ethically and appropriately, ensuring others do the same.

Ensures efficient working

Ensures and encourages efficient working. Makes sound workload and deployment judgements to maximise efficiency appropriately. Reviews working practices and strives to improve efficiency.

Specialist

Delivering Outcomes

Delivers quality outcomes to meet objectives

Uses specialist knowledge and skills to support the delivery of relevant objectives. Ensures a high quality service, balancing the needs of customers and stakeholders. Manages a range of tasks, delivering to time and quality. Adapts and responds to shifting priorities. Deals with Challenges and generates solutions.

Manages work through informed and reliable judgement

Uses specialist knowledge and skills to inform decision-making, and minimise risk where practicable. Provides guidance and support, seeking it where appropriate. Promotes continuous improvement proactively by identifying, sharing and applying lessons learnt.

Organisational Influence

Acts with Professionalism

Behaves appropriately, taking personal responsibility for own actions and setting a good example for other colleagues. Actively demonstrates the promotion of equality and valuing of diversity and helps others to do so. Develops from own experience and supports the development of others where relevant. Takes account of how own behaviour affects others.

Maintains a current understanding of specialist area.

Shows initiative, personal resilience and motivation to deliver a quality service. Upholds legislation, regulations and policy, acting with integrity and challenging those who do not.

Develops effective communications and working relationships

Builds effective relationships with customers, colleagues and stakeholders. Communicates effectively and inclusively with customers, senior managers and team members. Ensures clear, two-way communication through listening and responding appropriately, learning and sharing information. Upholds organisational reputation.

Productivity

Manages own time and relevant resources efficiently and effectively

Prioritises work and use of resources to meet relevant objectives. Ensures time and resources are used in a way that best meets customer and MPS needs. Uses MPS resources efficiently, ethically and appropriately. Shows support for efficient work.