

## Safer Kirklees Team Manager –Grade 12

At Kirklees we want to be innovative and creative in the way we work with partners and communities to deliver our services. We know we have challenging times ahead so we are always looking for better and smarter ways to work.

The role is based within the Safe and Cohesive Communities Service which will provide excellent links to Community Safety professionals, Community Engagement specialists, Elected Members and local people which will be vital to the delivery of the post

The post contributes towards the delivery of the Kirklees Community Safety Partnership Plan which brings together partners and communities to tackle shared issues such as reducing crime / fear of crime, tackling anti-social behavior and protecting people from serious harm such as domestic abuse, child sexual exploitation and human trafficking.

This role is based within Safe and Cohesive Communities. [Click here to find out more.](#)

### The Job

This post will manage and lead integrated community safety teams across one Kirklees district. You will co-ordinate multi-agency working to create safe and cohesive communities by addressing community safety issues at the earliest opportunity, ideally by preventing them in the first place.

You will co-ordinate work with Council services, partners (such as Police, Fire Service and Housing providers), elected members and communities to ensure there is collaborative working across boundaries to develop more safe and cohesive communities.

You will be responsible for one district area, although it will be expected that you will be willing and able to provide support to any geographic area within Kirklees depending on service priorities.

As part of the Integrated Community Safety approach, you will oversee the management of a team of staff and resources and you will be expected to work one weekend in four. Your work will be intelligence driven and performance measured.

You will also manage specialist staff relating to one of the Community Safety Partnership Plan themes and will lead on behalf of the team on this area, providing specialist advice and developing collaborative work across the partnership.

### Job Checklist

- Develops co-ordinated and effective integrated community safety team to successfully deliver quality services and addressing community safety issues.
- Ensures new initiatives are successfully progressed & supported through effective and efficient leadership & support of major projects / development activity
- Services and interventions are developed, delivered, monitored and effectively managed within budget to the required standards.
- Effective partnership working takes place and partners are working well together and maximising resources to meet joint priorities
- Detailed understanding of policies and agendas in relation to community safety, enables you to work closely with partners and will lead on the development of joint strategies and plans.
- You will play a key leadership role in supporting the Head of Safer Kirklees to ensure that there is effective cross council partnership co-ordination & delivery
- You will ensure that communities are involved wherever possible to both identify their concerns and ensure services delivered address these. It is vital that your approach supports sustainable communities with a focus on effecting behaviour change.
- You will also need to assess and demonstrate outcomes you have delivered through the Integrated Community Safety approach, reporting and communicating these to various audiences.
- In addition to your core duties, you will be expected to lead on service functions such as Health and Safety and Performance.

## The Person

We need our employees to be driven to achieve the best, to be hard working, respectful and thoughtful to each other and our customers and to be creative, wherever they work.

You will be someone who can take the lead in developing successful partnerships that deliver excellent outcomes.

You will be caring and compassionate and have a real desire and passion to make a difference to those individuals and communities in which you work.

You will be resourceful and have the ability to work with partners to maximise the collective resource across the partnership for the benefit of local people in Kirklees.

Your excellent interpersonal and communication skills will allow you to communicate confidently and clearly to a variety of audiences, including individuals, communities and other professionals.

You will be an excellent role model not only for the staff that you manage but for others across the council.

You will be flexible in your approach and have the willingness and ability to work across Kirklees in an agile way that meets the needs of the partnership.

The right behaviours and attitudes are as important to us as the skills you bring to the job. We expect all our employees to demonstrate the following behaviours:

- Positive
- Honest
- Respectful
- Flexible
- Communicative
- Supportive

You will also promote and role model the Council's Manager Expectations within the organisation.

## Person Checklist

- Understands Safer Kirklees Vision and plan.
- Experience of developing and managing programmes of work relating to the partnership plan outcome themes such as Hate Crime, Human Trafficking, FGM, CSE, Gangs, Crime and ASB.
- In-depth understanding of issues facing local government (including relevant legislation) & wider impact of this across Kirklees communities and community safety partners.
- Experience in engaging with the public and other services to understand community issues and be able to deliver appropriate services.
- Has the ability and experience of translating policy into action.
- Analytical abilities to interpret key data use this effectively to prioritise activities and deploy resources.
- Experience of staff management and development, performance management and resource allocation.
- Experience of working in a political environment and can effectively manage the interface between communities and elected representatives.
- A detailed understanding of equality & diversity and cohesion & integration issues and the ability to use this understanding in the delivery of services and in engaging and supporting communities
- Ability to use IT to write clear and concise reports and present these in a style appropriate to the audience (both written and verbally) which is understandable and demonstrates outcomes.
- Flexible approach to working arrangements and will work one weekend in four.
- Hold a full driving licence and flexibility to travel to various locations in order to carry out the duties of the job.
- Ability to work in a confidential area and appointment will be subject to an enhanced DBS check
- Commitment to ongoing personal and professional development and willingness to undertake training and development.
- This post is politically restricted.

*This Role Profile is intended to provide an understanding and appreciation of the responsibilities of this particular job. It is not possible to specify every detail and we expect you to work flexibly within your skills, knowledge, experience and grade of this job.*

**For Recruitment Purposes:** In order to be considered for this role you will need to describe how you meet the Person Checklist