

<b>Role Title</b>	<b>Strategy Manager</b>
<b>Job Family</b>	<b>Neighbourhoods and Environment</b>
<b>Competency Level</b>	<b>Senior Manager</b>
<b>Pay Scale</b>	<b>PO8</b>
<b>Purpose</b>	
<p>Waltham Forest residents consistently identify fear of crime and violence as a top concern. In order to deliver the council’s mission of safer and stronger communities, we are transforming our approach – galvanising a whole authority approach, unlocking the power of data and insight to focus our efforts, strengthening our partnerships, empowering our residents and embracing innovation.</p> <p>Through the launch of the innovative Safe Streets programme and the first ever Citizens Assembly this journey is already underway. The post-holder would play a critical role in realising this ambitious programme and reducing crime and the fear of crime in the borough.</p> <p>In particular, you would drive the development of a new Community Safety Strategy and operating model; use the Citizen’s Assembly to transform our partnership with policing and engagement with the borough’s residents; and ensure community safety objectives are hard-wired into long-term strategies and investment programmes in areas such as housing, planning and regeneration.</p>	
<b>Accountabilities</b>	<b>End Results/ Outcomes</b>
<p>Plan, coordinate and deliver a robust series of strategies using a range of complex partnership data, analysis and resident views to improve Community Safety in the Borough.</p>	<p>Strategies and action plans are produced in plain language to drive the work of the Community Safety Partnership</p> <p>Strategies should reflect partner and stakeholder views, latest thinking, good practice and legislative requirements.</p> <p>Corporate strategies are effectively aligned.</p> <p>Products will be constructed in such a way to ensure clear areas of accountability for delivery of resulting actions.</p> <p>Products will represent examples of best practice and enhance the borough profile.</p>
<p>Support the Community Safety Team to respond to complex professional or politically sensitive issues within the area of responsibility.</p>	<p>Expert opinion, advice, supports and interpretation is provided on all aspects of the area of responsibility, including major decisions.</p> <p>Delivery of strategic products is managed through to a satisfactory conclusion.</p> <p>Documents are aligned with corporate, and partner aims and objectives to ensure maximum</p>

<p>Manage key relationships with delivery partners within area of responsibility.</p>	<p>Maintain strong relationships with partners and networks with regional bodies and funding organisations</p> <p>Products are delivered on time, to standards agreed.</p> <p>Performance management of delivery plans, highlighting areas for remediation.</p>
<p>Use knowledge and strategic understanding to contribute to the development of service plans</p>	<p>Service plan and targets for area of responsibility are developed from Council's overall strategic directives and agreed and communicated within required timeframe.</p> <p>Strategic and operational input is provided to wider business planning and development.</p> <p>Progress against objectives is effectively monitored.</p>
<p>Ensure the development and delivery of continuous improvements in all aspects of the service.</p>	<p>Improvements are developed and delivered effectively.</p> <p>Stakeholder requirements are met.</p>
<p>Lead, motivate and influence corporately and with external agencies to create and maintain a highly competent and participative partnership.</p>	<p>The partnership is highly competent, effective, motivated and outcomes focussed.</p> <p>Provide information on priorities and objectives to support recruitment, induction, development, performance reviews and retention and accountability of people in key roles.</p>
<p>Link with Analysts and other resources necessary for the professional service area to meet/exceed its objectives, identify gaps in provision.</p>	<p>Resources including, intelligence products, needs assessments, monitoring systems are utilised optimally and efficiently.</p> <p>Value for money is maximised.</p> <p>Financial planning is informed.</p> <p>Statutory Partnership requirements are supported.</p>
<p>Implement a risk management programme and advise on issues affecting Council service areas.</p>	<p>Business threatening situations are recognised, planned for and managed or escalated as appropriate.</p> <p>Systems and governance are in place to and respond promptly to critical events.</p>

	Continuous service is provided.
<b>Other Job Specific Accountabilities:</b>	
Support and drive the work of SafetyNet (the Borough Community Safety Partnership)	Resident confidence is increased
Emerging risks identified by analysts are reflected strategically	Opportunities to mitigate are widely understood and developed.
Multi agency input is coordinated effectively	Delivery of community safety is integrated effectively.
Maintain political awareness and highlight sensitive issues	Ensure positive delivery of partnership plans

### **Nature of Contacts**

Senior managers, directors, members and equivalent level external contacts, key stakeholder's partners and providers, to identify / meet requirements, generate and co-ordinate original ideas and develop council and partnership wide policy and service delivery. To provide expert support on highly complex / sensitive issues.

Build and sustain effective relationships with all internal and external stakeholders. Work in partnership with internal and external contacts to develop and maintain joint working and promote the Council and Community Safety Partnership position. Co-ordinate partnership aims and objectives to provide cohesive deliverable strategies.

### **Procedural Context**

**Coordinate highly complex data and policies to effectively drive Community Safety activity in support of the statutory partnership.**

Objectives and targets are developed and agreed collaboratively. High level of discretion and use of initiative in deciding what course of action to take. Exercise expert judgement in assessing complex stakeholder requirements, potential risk and managing quality assurance of products.

Significant expert knowledge and significant experience is required to coordinate highly complex strategic issues and develop and agree products which proactively anticipate and mitigate problems. Reflecting best practice will enhance the reputation of the council and its Community Safety partners.

The Community Safety & Resilience Directorate is based in the Walthamstow Assembly Hall (Anti-Social Behaviour Team) and Rowan House (Occasionally the post will be expected to work from other locations.

### **Key Facts and Figures**

Enable others to understand strategic direction, changes and developments in relevant area.  
Responsible for ensuring product is delivered to agreed standards.  
May manage relationships with both internal staff and external partners

### **Resourcing**

**Budget Responsibilities:** Maintaining an understanding of stakeholders financial position, seeking external grant opportunities, ensuring that programme and staffing resources are used optimally to deliver strategy and operating model.

**Supervisory Responsibilities:** Informing and supporting senior stakeholders across the partnership including Elected Members.

**Knowledge, Skills and Experience:**

Essential:

- Demonstrable experience of working effectively at a senior level and aligning complex and cross-cutting agendas
- Demonstrable experience of working with complex data and analysis, turning this into actionable insight.
- Previous experience of producing multi agency strategies and plans.
- Demonstrable experience of finding creative and innovative solutions to complex problems
- Proven track record of excellent planning and organisational skills, and a strong focus on delivery of strategic objectives

Desirable:

- An understanding of the strategic landscape of Community Safety.

**Indicative Qualifications**

Educated to degree standard or equivalent relevant professional qualification

The above profile is intended to describe the general nature and level of work performed by employees in this role. It is not intended to be a detailed list of all duties and responsibilities which may be required. This role profile will be supplemented and further defined by annual objectives, which will be developed in conjunction with the post holder. It will be subject to regular review and the Council reserves the right to amend or add to the accountabilities listed.