



NORTHAMPTONSHIRE OFFICE OF THE POLICE AND CRIME COMMISSIONER

JOB DESCRIPTION

JOB TITLE:	Director Early Intervention
SCALE:	PMG 4
SUPERVISION AND CONTROL:	Chief Executive
PLACE OF WORK:	Northampton
HOURS OF WORK:	37

PURPOSE OF THE JOB:

To be the key adviser to the Police and Crime Commissioner, on early intervention policy and practice.

To lead on the development and delivery of early intervention strategy and plans, working with the Chief Executive of the OPCC, Northamptonshire Police and partners.

MAIN RESPONSIBILITIES:

1. Lead on the design, development and delivery of an early intervention strategy, working collaboratively with key partners across the police force, local authorities, educational establishments and third sector organisations;
2. Provide strategic advice to the Police and Crime Commissioner and Chief Executive in the field of early intervention, ensuring latest developments in national and international policy and practice inform local thinking;
3. Work with partners to drive and support the development of educational policy and practice that maximises outcomes achieved by the early help support system;
4. Work with the Chief Executive to design and implement a communication and participation plan, including working closely with schools and third sector organisations to showcase the outcomes of effective early intervention work;

5. Lead on developing strategic relationships with charities, interest groups and third sector organisations to develop innovative early intervention ideas and to seek funding to support new initiatives;
6. Engage with partners across policing, justice and third sector organisations to develop and support tertiary prevention strategies, ensuring alignment and efficiency in early intervention through to prevention activities;
7. Develop multi-agency approaches to identifying risk factors and indicators to signify early intervention requirements, which are evidence-based, effective and provide consistency.
8. Ensure early intervention initiatives and activities are reviewed and evaluated, capturing data and information to contribute to the evidence-base of 'what works' in the field and to embed a learning culture across the OPCC and its partners.

Person Specification

Director Early Intervention

Role Specific Essential Criteria

1. Educated to degree level or equivalent qualification or possess significant experience commensurate with the role;
2. Proven experience in leading on both policy and public involvement activity, including shaping and delivering relevant functions at a managerial level, and delivering across policy and involvement agenda in a complex and political environment
3. Demonstrable experience of developing strategy, policy-thinking and implementing practice across early intervention initiatives;
4. Experience as a leader in the public sector with experience working across settings, including the third sector, local authorities and the police;
5. Experience embedding early intervention into the culture of organisations;
6. Experience of designing, developing and implementing projects in various settings, including educational establishments and community-based organisations;
7. Strong stakeholder management, negotiation and influencing skills across sectors and at all levels of an organisation;
8. An understanding of equality and diversity issues appropriate to the role.