



JOB DESCRIPTION

VICTIMS CHAMPION POLICE AND CRIME COMMISSIONER FOR NORTHUMBRIA

Location: Victory House, Balliol Business Park or any accommodation as directed by the PCC

Accountability: To the Director of Commissioning and Policy

Car user status: Casual

Salary: Grade J £41,040 - £44,928 – this post is advertised as a permanent appointment

The Police and Crime Commissioner for Northumbria is committed to supporting victims of crime, making sure the voice of victims in Northumberland and Tyne and Wear are heard and acted upon, to transform the criminal justice system and experience of victims for the better.

Role Summary

The Victims Champion will be based in the Office of the Police and Crime Commissioner and will be part of a team responsible for developing and implementing a transformational work programme to improve the lives of communities in Northumbria.

The post holder's primary focus will be to understand and champion the rights and needs of victims of crime, support the newly formed Victim and Witness Service Improvement Board, develop innovative victims commissioning approaches and projects.

The champion will need a good understanding of equality, diversity and inclusion and will work in partnership with a wide range of criminal justice partners collaborating to achieve common goals and transformational change around the approach to support for victims of crime.

Excellent interpersonal and networking skills together with a willingness to work as part of a team are vital for this role.

Key roles of this post

- Transform the victim of crime experience by connecting with victims, experts and service users to understand the impact of our commissioning and system issues.
- Convene key partners across a wide range of victims issues to seek opportunities for continuous improvement and smarter commissioning.
- Support the Director of Commissioning and Policy to commission services that support victims of crime to better cope with aspects of everyday life, ensuring value for money and improved outcomes.
- Lead the development of the OPCC Victim and Witness Service Improvement Board, ensuring key issues are understood and action taken to improve the support system for victims of crime.
- Working with the Director of Commissioning and Policy to develop and manage innovative projects, including the development of bids, service design and stakeholder engagement.
- Establish, implement, and review victim pathways with a view to ensuring continuous improvement and achieving the best outcome for victims.

- Ensure that the Public sector Equality Duty is embedded in all aspects of the Victim Champion work programme to tackle inequalities in service provision for victims of crime.
- Identify opportunities for strategic change to achieve the Police and Crime Plan vision, through horizon scanning national, local and legislative developments, identifying and sharing best practice and turning policy into practice around victim issues.
- Develop networks and strong relationships with criminal justice partners, including voluntary and statutory partners, collaborating where appropriate in response to local need.
- Assist the PCC to hold the Chief Constable to account in respect of victims, working with experts and those with lived experience to influence policing and to drive service improvement.
- Carry out other duties as compatible with the role.

Required knowledge, skills and abilities

- Must hold a relevant degree or have substantial experience of working in a criminal justice multi-agency context
- Up to date knowledge and/or experience of the Victims Code of Practice.
- A successful track record of leading transformational system change.
- Experience of working with partners from other agencies to improve the experience of victims.
- Excellent verbal and written communication skills with an ability to engage a wide range of audiences including elected members and partner organisations, with experience of leading inclusive meetings.
- Ability to work well individually and also as part of a team, which includes taking direction from your line manager with an ability to prioritise competing demands.
- Ability to conduct sound research and analysis using the information to devise and implement effective strategies and summarising the findings to produce information for a range of audiences.
- Excellent IT skills.
- Understanding of policing issues, especially those referred to in the Police & Crime Plan for Northumbria.
- Understanding of the governance and scrutiny role of Police and Crime Commissioners
- Willingness to attend events and to work outside of usual office hours where necessary with appropriate time off in lieu.

This is a politically restricted post and will be subject to Police Vetting

Please note - the closing date for applications is 10th June 2022 and interviews will take place on 20th June 2022.