

JOB DESCRIPTION



Title: **Strategic Lead** (Female Offender Whole Systems Approach)

Location: Lancashire and Cumbria

Hours: 37 hours (flexible working available)

Contract Type: 2 years FTC

Salary: NJC SP35-38 dependant on experience

Reporting To: CEO

Background

Lancashire Women's Centres have an exciting opportunity for a talented individual with considerable experience of working at a strategic level across Lancashire and Cumbria.

We have been funded by The Ministry Of Justice to bring together local agencies across the local health, social care, third sector and criminal justice systems to develop a multi-agency approach to address the complex needs of the most vulnerable and disadvantaged women in our community. Building and extending on the work of Lancashire Women's Centres and our partners, we have a clear vision of what can be achieved. This may be about using existing resources differently to target support more effectively, avoiding gaps or duplication in service provision, and supporting women to access provision successfully so that they can turn their lives around. Bringing together partners with influence, we are ambitious about what can be achieved to make Lancashire and Cumbria areas where women are diverted from crime at the earliest opportunity and where the system works to make early intervention and diversion 'business as usual.'

Lancashire Women's Centres have developed a range of effective and sustainable projects delivering around this agenda, and which work across both Lancashire and Cumbria. What we identified as missing, was a distinct role, able to work outside organisational silos to drive a collective strategy for female offenders for the two counties forward. The post holder will work act as strategic interface between third sector women's services (not just our own) and strategic statutory partners, from all relevant sectors, to ensure that strategic service development and commissioned activity in the future is targeted at tackling gaps in the delivery of a whole systems approach for female offenders.

Now a year into the project we have been able to make great progress towards our goals, and we are now looking for someone to continue the great work started by our current postholder. Working closely with our CEO and our CJS Programme Lead, the Strategic Lead will be at the forefront of making a sustained and tangible difference to the lives of many women, with impact both locally and nationally.

Main Duties & Responsibilities

Project Management -

- To act as the strategic lead in the further development of a whole systems approach (WSA) for females in Lancashire and Cumbria.
- Support the wider engagement of strategic partners, in particular those from health and substance misuse, into Lancashire and Cumbria WSA activity in order to improve the process of referral to key support services not offered through current WSA provision.
- Working closely with local partners to support the further development of provision in Cumbria, which has a less well developed WSA than is currently available in Lancashire.
- Support the wider involvement of grass roots women's groups into current WSA provision in Lancashire and Cumbria.
- To identify and articulate areas of unmet needs in provision for female offenders in Lancashire and Cumbria and to lead the development of multi agency collaborative action in order to address these needs.
- Working with the Women at Risk Programme Lead to develop, pilot and evaluate new, cost-effective interventions to support the development of a female offenders whole systems approach, in particular targeting female offenders who are currently underrepresented (or who are experiencing poorer outcomes) in current WSA activity, including younger women, BME women, LBTQ women, and those with children.
- To monitor political and policy activity, including the impact of devolution and proactively identify and share opportunities with colleagues to influence key stakeholders to achieve our strategic objectives.

Stakeholder Engagement and Communications -

- To develop and manage relationships with key senior stakeholders including police, CRC's, commissioners and partner organisations.
- Develop an improved articulation of the impact of the Lancashire and Cumbria WSA and support a wider dissemination of best practice and learning from this activity, both locally and nationally.
- To produce clear, concise and authoritative materials which can be used to influence change and policy, including reports, briefings and responses to consultations produced by government, partners and commissioners.
- To represent LWC at external meetings including stakeholder groups and advisory groups effectively communicating our work, values and policy priorities.
- Communicate the impact of the WSA in Lancashire and Cumbria externally in order to influence change, including developing relationships with media and policy contacts, briefing journalists, writing articles, blogs,

press releases, quarterly newsletter articles, and using social media to get our message across to appropriate audiences.

- Organise high profile and thought provoking policy seminars and conferences ensuring participation by key stakeholders, and working in partnership with University of Central Lancashire Criminal Justice Partnership,

This job description is not intended to be exhaustive. The post-holder will be expected to adopt a flexible attitude to the duties which may have to be varied (after discussion with the post holder) subject to the needs of the service, and in keeping with the general profile of the post.

PERSON SPECIFICATION

In the supporting evidence of your application form, you must demonstrate your experiences by giving specific examples for the criteria within the person specification.

Qualifications	Educated to Graduate level or equivalent level of work experience in relation to the Criminal Justice System and the needs of women offenders including crime and criminal behaviour and the rehabilitation of offenders.	Essential
Experience	Minimum of 3 years work at management / senior team levels within relevant work areas.	Essential
	Voluntary sector work experience with vulnerable communities.	Desirable
	A gender specific approach to policy and / or service delivery.	Desirable
Skills and understanding	Effective stakeholder engagement and management with a range of external and internal partners across all sectors.	Essential
	Excellent project management skills and an ability to deliver complex projects with multiple stakeholders.	Essential
	Proven track record in analysing, developing and influencing policy at local and regional level.	Essential
	An ability to develop and deliver materials /presentations for training events, seminars and conferences accessible to a range of audiences.	Essential
	An understanding of the strategic importance of a whole systems approach within the CJS	Essential
	An effective leader who can engage others and drive ideas forward.	Essential

	Knowledge and understanding of the Criminal Justice System.	Essential
	Is non-judgemental and understands the importance of equality and diversity at all levels of work	Essential
	Can deliver work to a high standard and demonstrate a professional approach	Essential
	Excellent written and verbal communication skills	Essential
	Good administrative skills and a full working knowledge and use of IT systems and packages.	Essential
Personal Attributes	Ability to manage own workload and prioritise conflicting deadlines, working autonomously.	Essential
	Entrepreneurial and open to ideas and opportunities	Essential
	Excellent interpersonal skills with an ability to relate to a wide range of people	Essential
	Enthusiastic and approachable	Essential
	Promotion of equality and diversity.	Essential
Assessment will take place with reference to the following information:		
A=Application form I=Interview T=Test C=Certificate		

Closing Date: 20th April 2018 at 12 noon Applications to Recruitment@womenscentre.org