



Post Title: Strategic Lead Officer
Report To: SCSN Board of Directors
Location: To Be Determined
Salary: £55,000 - £60,000. Dependent upon Skills and Experience
Contract: To March 2019.

JOB DESCRIPTION:

A key role of this post will be to work with the Board of the SCSN to review the SCSN business plan and identify opportunities to support and influence the community safety and community planning sectors across the country. Working closely with the National Building Safer Communities Improvement and Partnership Manager (post jointly hosted by Scottish Government and COSLA) you will identify and progress a clear remit and role for the SCSN that best supports the delivery of outcomes for Building Safer Communities.

Key deliverables will include:

- Present clear proposals for the future structure and role of the SCSN to meet the changing priorities within the community safety and community planning sectors.
- Direct responsibility for enhancing links with key national bodies including Police Scotland, Scottish Fire and Rescue Service, NHS, Community Justice Scotland, Scottish Community Planning Network and the third sector to develop a framework which delivers the key outcomes of the SCSN business plan and Building Safer Communities Programme.
- Develop a prevention focused approach across key stakeholders whilst making connections across prevention focused activity and leverage resource to support the ambition and activity of the SCSN
- Develop the strategic plan that will set the direction and activity for the SCSN for the next 3 to 5 years

An understanding of current national policy and local delivery and governance mechanisms will be key and you will be expected to confidently engage at a senior level with national bodies and local Community Safety Partnerships / Community Planning Partnerships.

You will be required to work directly with stakeholders to explore how national outcomes can be achieved through collaboration and working with the SCSN directors, you will identify the need for research and analysis on key themes that may lead to national or local policy reshape or future legislative response.

You will be a self-starter who is comfortable working autonomously and prepared to adopt a flexible approach to your work. However it is also anticipated that you will work directly with SCSN directors and staff, members of the Scottish Governments Safer Communities Team and COSLA's Communities Team and visibility within these teams will be required.

COMPETENCIES AND EXPERIENCE REQUIRED:

Communication and Engagement

You will have a strong track record and recent experience of building and maintaining good working relationships with a wide range of internal and external stakeholders to local government, at a senior level. You will be able to evidence recent success in working with stakeholders with disparate views to build consensus and positive action. You will be a good communicator, both orally and in writing, with the ability to make connections across policy and activity and to present complex information in an engaging way.

Influence and Negotiation

You will be able to demonstrate success in influencing others through strong negotiation skills to deliver results. This will have been achieved in a complex partnership environment and you will be able to evidence how personal ownership and accountability was critical to this success

Self Awareness

You will bring energy to the role, know your strengths and take responsibility for your action. You will be adaptable with the willingness to both contribute and embrace new ideas and drive an ethos of continuous improvement. You will be able to work as part of a team and be aware of your impact on others, always ensuring that your actions support the team to deliver high quality work in a pressurised area.

Analysis and Investigation

You will be able to gather information and opinion from engagement with stakeholders and to present recommendations for the way forward. You will also be

able to draw connections from qualitative and quantitative work to understand the issues facing Scotland's disadvantaged communities; and in applying your understanding of asset based engagement you will be able to identify opportunities for community led engagement and decision making.

Essential Criteria

- Current relevant experience of delivering on community safety and community planning outcomes at a local and national level
- Strong inter personal skills and experience of building productive relationships with stakeholders often with a view to persuading them to commit time, resources and leadership to take forward improvements.
- Facilitation and influencing skills, bringing people with a range of interests to consensus
- Adaptable and embracing of new ways of doing things, contributing ideas and energy to continuous improvement.
- A strong self-starter with experience of working at a senior level and leading work without direct supervision.
- An understanding of Local Government infrastructure and of approaches taken by local authorities in community planning.

Desirable Criteria

- Awareness of the Scottish Approach and of how the principles of assets, co-production and improvement can be applied in a policy environment.
- A sound understanding of wider social policy and tackling poverty policy context.
- An understanding of the challenges facing Local Government and Scottish Government particularly with regards to its financing over the next few years.