

Job Description and Person Specification

PREVENT REGIONAL DELIVERY OFFICER

A Lambeth to be proud of



Job Title: Prevent Regional Delivery Officer

Department: Residents and Enabling Services

Division: Community Safety and Resilience

Grade: PO5

Reports to: Prevent Programme Manager

Responsible for: N/A

Context

This fixed term contract role is in place until 31 March 2026 positions LB Lambeth as a Prevent 'hub' borough, and will support local authorities in the South London region (LBs Southwark, Croydon, Sutton, Bromley, Bexley, Lewisham, and Greenwich) to deliver their statutory Prevent Duty. Prevent is part of CONTEST, the Government's counter-terrorism strategy. The aim of Prevent is to stop people becoming terrorists or supporting terrorism by tackling the ideological causes of terrorism; intervening early to support people susceptible to radicalisation; and enabling people who have already engaged in terrorism to disengage and rehabilitate.

Section 26 of the Counter Terrorism and Security Act 2015 (CTSA) places a duty (often known as the 'Prevent Duty') on London borough councils, to have "*due regard to the need to prevent people from being drawn into terrorism*". Following recent changes to Home Office Prevent funding allocations, the Home Office has funded a new Regional Delivery Officer post to support Prevent Duty delivery across the seven unfunded south-east London boroughs. LB Lambeth will host the postholder and will require the postholder to work from Lambeth Town Hall two days a week, with the remainder of the week working from home.

Job Purpose

The Prevent Regional Delivery Officer will be responsible for building relationships with local authority Prevent leads in the non-funded areas, and working with these leads to identify gaps in delivery. It will support these areas to build a regional risk picture, and support the development and delivery of their action plans. It will also work with these areas to develop regional project bids, and coordinate the delivery of funded projects. In addition, the post will develop Prevent training for these areas, and engage with local communities across the cluster to support engagement with Prevent. The Prevent Regional Delivery Officer will report to the Prevent Programme Manager.

Responsibilities

1. Building relationships

- Develop and maintain effective working relationships with local authority Prevent leads in the non-funded areas of the South London region.
- Develop and maintain effective working relationships with statutory Prevent partners across the South London region.

- Undertake work to support the non-funded areas of the South London region understand the range of local communities and community support organisations (CSOs) which can be engaged in Prevent delivery locally.
- Support all Local Authority Prevent Leads in the South London region to engage with local communities, CSOs, and priority groups to encourage a better understanding of Prevent and the local threat from radicalisation and terrorism.

2. Providing support

- Work closely and collaboratively with all Local Authority Prevent Leads in the South London region to identify gaps in statutory delivery and priorities to be addressed.
- Work with all local authorities within the South London region to build a regional risk picture to inform Prevent activities.
- Work with all local authorities within the South London region to support them to develop and update their local risk assessments and Prevent action plans addressing these risks.
- Provide advice and support to authorities within the London region on their compliance with the Prevent duty and share best practice.
- Support Local Authority Prevent Leads in the South London region to identify their training needs.
- Develop and deliver Prevent awareness training packages to partners and in community settings across the region where gaps have been identified by local Prevent leads.
- Support all local authorities in the South London region to develop regional project bids to be administered through the Preventing Radicalisation Initiative Fund, and coordinate the delivery of these projects.

3. Communications and Engagement

- Maintain a detailed knowledge and awareness of key world events which impact on the current threat and community cohesion and deliver briefings to key institutions and individuals to inform current threat picture.
- Provide support to relevant community events and community leaders across the South London region regarding Prevent issues.
- Support the LB Lambeth Prevent Programme Manager in responding to any activation of the LB Lambeth Terrorist Incident or Move to Critical plans.
- Be flexible and able to attend multiple locations across the South East London region as required, with occasional weekend/evening work for community engagement.

PERSON SPECIFICATION

<p>It is essential that in you can meet the following requirements for the role and be able to give evidence or examples of your proven experience in each of the short-listing criteria marked Application (A).</p> <p>You should expect that all areas listed below will be assessed as part of the interview and assessment process should you be shortlisted.</p> <p>If you are applying under the Disability Confident scheme, you will need to give evidence or examples of your proven experience in the areas marked with "Ticks" (✓) on the person specification when you complete the application form.</p>			Shortlisting Criteria
<i>For link/career graded post, please mark knowledge, experience, and behaviours clearly for each grade.</i>			
Key Knowledge	K1	Excellent knowledge of the CONTEST and Prevent strategies and how they impact local Prevent delivery.	✓A
	K2	An active interest in counterterrorism and preventing extremism and, preferably, have some experience of working in this area.	✓A
	K3	A good understanding of south London as a place, including the region's diverse communities and local groups.	
Relevant Experience	E1	Communication skills. Ability to communicate ideas and concepts across a range of stakeholders, particularly in the education field. Negotiate effectively to achieve successful outcomes and produce high quality written material.	✓A
	E2	People Management: Ability to exert positive influence over the performance of others, promoting others' self-esteem, inspiring trust and fostering confidence in others' ability to achieve high standards, thereby enhancing a performance orientated culture which supports the delivery of high quality services to the community.	✓A
	E3	Project management: The ability to run and oversee projects that respond to the local threat, in conjunction with the Home Office. Provide reports on their progress against outcomes.	✓A
	E4	Planning and Organising: Business planning skills with ability to identify and assess risks, manage change and make long term plans which impact on the whole service or the wider Council.	
	E5	Strategic thinking: Demonstrates a high level of political awareness and links strategies for continuous improvement with the drive to achieve national, corporate and departmental standards and goals.	
Qualification		Relevant degree and/ or professional qualification or two years' relevant work experience	

CORE VALUES AND BEHAVIOURS

Equity behaviours



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- Listen to the views of others and ask for their opinions making sure that everyone in my team inputs into the things that matter.
- Ensure fairness and justice is at the heart of my decision making and support to my team and others.
- Take time to build trust, building the respect of our stakeholders and ensuring as a team we take accountability for doing what we agree to do.
- Develop others and ensure we work as one team for Lambeth, encouraging everyone to play their part.
- Take positive action to ensure everyone in my team has opportunities to learn and grow at work.
- Encourage everyone to be themselves at work and value who they are.
- I am inclusive and actively celebrate diversity, recognising everyone in my team as individuals.

- Treat each member of my team with respect and dignity just as I would want for myself.
- Encourage each member of my team to do their very best work and am available to them to provide support and guidance.
- Personalise my support to each team members and look out for them, lending a hand wherever I can
- Encourage everyone to try and learn from mistakes and use integrity to take action with my team to put things right together
- Work with empathy seeking to understand each and every member of team, their unique perspective and circumstances and ensure everyone is heard
- Take the time to communicate, being honest, open and genuine and taking the time to get to know team members as individuals.
- Show compassion and patience recognising that everyone in the team has unique experience and celebrating the great work they do for Lambeth.
- Look after the health and wellbeing of my team members and encourage open and regular discussions about the issues that impact on them, working together to find solutions.

Kindness behaviours



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- I encourage and support my team to do the right thing even when it's tough and we communicate our decisions in a timely way.
- I ensure my team and employees take individual and collective accountability for performance and delivery, making sure that they have clear plans and performance objectives.
- I ensure my team plan ahead, getting the basics right and take swift action when problems arise.
- I encourage my team to be risk aware and ensuring that our decisions and actions are informed and understood and communicated to others.
- I provide regular, timely and constructive feedback to my team members on their performance and behaviours and act quickly when performance is not on track.
- I share my learning, knowledge and skills with others through coaching and mentoring and encourage others to do the same.
- I ensure that my team and I put residents, communities, customers and their needs at the centre of everything we do.
- I encourage my team to learn and grow and ask questions to find the information they need to do their jobs.

Accountability behaviours



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Ambition behaviours



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- Am proud of our borough and my team and encourage everyone in the team to aim for the highest possible standards of excellence in everything we do.
- Encourage my team to be flexible and try new things when it's appropriate to do so and tell me what could be improved.
- Promote a one team for Lambeth approach reaching out to our stakeholders to face our challenges together.
- Encourage and support my team to be courageous for our residents and communities and stop at nothing to ensure they have the best possible outcomes.
- I make time for the team to Innovate and look for creative ways to do things better, being curious about possibilities.
- Positively challenge and encourage the team to collaborate and look for solutions together across service and team boundaries.
- Make time for my team to grow and develop taking advantage of opportunities to learn from each other and others. We plan our learning and career growth.