Victim Navigator
Modern Slavery and Human Trafficking (East Midlands Special Operations Unit, EMSOU)

JUSTICE & CARE
Who we are

Justice and Care exists to bring freedom to people and communities living in the grip of slavery. We rescue men, women and children who have been brutally exploited. We restore their lives. We fight slavery, pursuing and dismantling criminal networks and bringing perpetrators to justice. We secure communities at risk from traffickers and spark systemic change.

Our programmes includes work in Bangladesh helping to spot victims of human trafficking as they are being taken across borders and the pursuing of those responsible through the courts. In Romania, we are helping to bring victims home and raise awareness about the risks of being trafficked. In the UK, we work alongside police to provide critical support to victims. We are also involved in joint operations with partners in India and Thailand. Our work is always victim centric and focused around how to help create systemic change.

We have a strong track record of impact:
- 5,063 people rescued
- 1,134 suspected traffickers arrested
- 4,157 survivors supported
- 1,275 exploiters prosecuted
- 51,164 police officers, public prosecutors, and community leaders trained in trafficking awareness

Our work has led to major systemic change in India, Bangladesh and the UK. It is also award winning – in 2020 securing a coveted Thomson Reuters Stop Slavery Award for our work in Bangladesh and the ‘Breakthrough of the Year’ in the UK’s Third Sector Awards for our Victim Navigator Project. In Romania, we have recently been given a SocNET (Serious Organised Crime Network) Award for our outstanding contribution to counter Modern Slavery and Human Trafficking.

Role overview...

We’re looking for a brilliant victim navigator to connect with very vulnerable people. The successful candidate will...

- Have an excellent track record of supporting very vulnerable people;
- Relish building good relationships with stakeholders and the prospect of co-location with senior police teams;
- Bring experience of working with statutory and commissioned agencies, as well as managing volunteers;
- Be able to strike a balance between building excellent trust levels with victims, and supporting police efforts to bring exploiters to justice;
- Have strong awareness of issues affecting high-risk nationalities, and awareness of Community resources locally, regionally and nationally;
- Enjoy person-centered planning;
- Bring a mature outlook, able to be supportive to victims while maintaining clear boundaries;
- Be someone with, stamina and willing to travel between localities as required by caseload;
- Have an excellent ability to be tactful and diplomatic, able to build relationships with people from a wide range of backgrounds and services.

Justice and Care is an equal opportunities employer. We value the strength of a diverse workforce and encourage applications from people with disabilities, Black, Asian or Minority Ethnic (BAME) backgrounds, LGBT+ and from different socioeconomic backgrounds.
This role

This role will be based in the European team, which we’re developing and expanding, aims to help the State and law enforcement agencies support adult and child victims of slavery, trafficking and other forms of exploitation. We also help to create awareness in the public space.

The pilot project is testing the feasibility and value of seconding a Justice and Care Victim Navigator (‘The Navigator’) into the East Midlands Special Operations Unit covering Derbyshire, Leicestershire, Lincolnshire, Northamptonshire and Nottinghamshire, to broker and manage contact with victims. The proposed pilot has a duration of two years. The role supports victims with the wider support they need. The role itself should have a life well beyond the pilot, as the project develops.

Position in organisation:

You’ll report into Justice and Care’s leadership headed by the CEO. There will also be dotted line reporting into the project steering group and, with support from operational experts from our global team. Your day-to-day line of reporting to the European Programme Coordinator.

Scope of the job

• To maintain a healthy degree of independence and maximum reach with victims, the Victim Navigator would work as a Justice and Care employee, with the salary resourced by Justice and Care UK;
• The Navigator will be co-located in either Nottinghamshire or Leicestershire Police, subject to all appropriate due diligence, vetting and Non-Disclosure Agreements / training, will receive the relevant briefing to begin an action plan for the identified victim and access to information on a need-to-know basis;
• The Navigator will identify neutral locations for meetings or engagement with victims as necessary;
• The Navigator will manage a caseload of victims linked to police efforts, based on an Assessment Tool which factors-in various criteria of victim needs, as well as offer wider strategic input on area-wide investigations when requested.
• They will be subject to joint-weekly management between Justice and Care and EMSOU
• They will also report to a small project Steering Group on a quarterly basis, consisting of managers, relevant NGO partners and other key local or national stakeholders.
Main responsibilities

Your key responsibilities include, but are not necessarily limited to:

**Strategy**

- An ability for strategic thinking and planning, to ensure resources are planned and deployed strategically
- Act as a bridge between identified victims of Modern Slavery and Human Trafficking and police efforts to bring exploiters to justice, being granted access to police intelligence and information on a need-to-know basis and sharing information between both parties as appropriate
- Provide strategic advice on victim engagement across a number of investigations;
- Provide independent advocacy to victims post-identification, helping them navigate services, benefits and the advice they need across local or national providers
- Help victims to navigate and secure more effective victim support post-identification – including access to statutory help, support and provision through effective advocacy
- Provide training to Border Force officers and others in the locality on victim awareness and best practice victim engagement
- Visiting victims in source countries who need to remain in contact with UK Police or Immigration teams and the criminal justice process

**Relationship building**

- Map and build relationships in source countries for victims wishing to return home – linking up with relevant NGOs or law enforcement in-country
- Establish greater trust between victims, the police and the wider criminal justice process
- Build relationships, broker support and maintain contact for victims in source countries, as required
- To actively participate in relevant practice-level multi-disciplinary team meetings;
- Foster greater engagement from victims in information sharing, police investigations and, if relevant, prosecutions – strengthening efforts to bring exploiters to justice
- Work with NRM / Non-NRM providers to assess the needs of potential victims, based on multi-agency risk profiles
- Promote the role and build strong and effective operational structures
Establish greater trust between victims, the Police and the wider criminal justice process

Build relationships, broker support and maintain contact for victims in source countries, as required

To liaise and collaborate with other leaders within the organisation as necessary;

Undertake other tasks as necessary to contribute to the European Team’s overall objectives;

Represent Justice and Care in external forums to share the mandate and vision of Justice and Care and input into debates on policy and good practices;

Keep abreast of industry wide good practices and developments to incorporate the same within the Justice and Care;

Leadership

- Provide hands on management support and leadership to the European Team as well as contribute to program design, development and operations;

Reporting

- Learn and share lessons for UK Government and national police/NGO strategies, as well as prove a model that could be promoted and spread

- Enable the impact of the pilot to be assessed and to inform the improvement of other local/county/ regional, national and international services

- Improve the quality of operational work through strong monitoring, evaluations, follow ups and also be responsible for reporting on the progress

- Provide strategic advice on victim engagement across several cases

- Provide independent advocacy to victims post-identification, helping them navigate services, benefits and the advice they need across local, national and international providers

- Free-up Police time and resource to focus on the criminal investigations and their wider organised crime groups, by managing day-to-day necessary contact with victims

- Provide training to officers and others in the locality on victim awareness and best practice victim engagement, as the pilot develops

- Work with the JC teams to map and build relationships in source countries for victims wishing to return home – linking up with relevant NGOs or law enforcement in-country
Person Specification

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<th>Essential/Desirable</th>
<th>Details</th>
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| **Qualifications**  | Degree or equivalent (alternative qualifications, experience of working with very vulnerable adults/children may be considered)  
                      | Social work, legal qualification or former police detective  
                      | Full UK Driving License  
                      | Experience in budget ownership and reporting on KPI's |
| **Experience**      | Have relevant experience working with vulnerable people  
                      | Experience of working with the police and other government agencies. Have a thorough and up-to-date understanding of policy and practice in Human Trafficking and Modern Slavery  
                      | Experience in working in a cross-cultural setting  
                      | Experience in budget ownership and reporting on KPI's |
| **Skills/Abilities**| Ability to organise and make things happen  
                      | Project Management skills  
                      | Diverse language skills  
                      | Ability to communicate clearly, assertively and diplomatically  
                      | Superb networking and relational skills  
                      | Proven ability in prioritising complex and wide-ranging opportunities. Be solution-oriented with proven analytical and problem-solving skills  
                      | Ability to persuade and influence at all levels in order to deliver results |

Today, thousands of children will become slaves. Taken to work in brothels, sweatshops, as domestic workers. One every 30 seconds. Do you care about this? Are you really care?
Person Specification

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<th>Essential</th>
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<tr>
<td><strong>Personal Qualities</strong></td>
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<td>Desire and ability to deliver targets/outcomes</td>
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<td>Passionate to do whatever you can to combat modern day slavery</td>
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<td>Adaptable – with a desire to learn and pioneer</td>
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<td>Love working as part of a team</td>
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<td>Results driven and a self-starter</td>
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<td>Listening Skills</td>
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<td>Willingness to work anti-social hours</td>
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**Other Comments**

It is critical that candidates have lived in the UK for at least five years.

The candidate will need to be willing to travel as needed. They will need to have a vehicle, and valid driver’s license. Mileage costs to be reimbursed.

Some travel within relevant ‘source countries’ and in line with operational needs will be necessary.

Full Security Clearance Vetting will be carried out by EMSOU.

Information for Applicants

<table>
<thead>
<tr>
<th>Job Title:</th>
<th>Victim Navigator - Modern Slavery and Human Trafficking (East Midlands Special Operations Unit, EMSOU)</th>
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<tr>
<td>Reporting To:</td>
<td>European Programme Coordinator</td>
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<td>Contract Type:</td>
<td>Fixed term for 2 years subject to ongoing funding</td>
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<td>Location:</td>
<td>This role will be co-located in Nottinghamshire Police Modern Slavery and Human Trafficking Unit and Leicestershire Police Modern Slavery and Human Trafficking Unit.</td>
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<td>Salary:</td>
<td>Starting from £35,000 per annum dependent on experience</td>
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<td>Working Hours:</td>
<td>Full Time (37.5 hours per week)</td>
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<td>Annual leave:</td>
<td>25 days pro-rata + statutory bank holidays + birthday leave</td>
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| Benefits: | • Workplace pension scheme  
• Death in service  
• Private health care |
| New staff service: | 3 month probationary period |

How to apply:

All applicants must have the right to work in the UK.

To apply for this role, please send your full CV and a covering letter of no more than 500 words setting out your suitability for and interest in this post. Your covering letter should explicitly address the Person Specification outlined above. This role closes on 2nd January 2022.