

Role Profile

Overview	
Role	Team Leader – Norway Programmes
Main Purposes	<ul style="list-style-type: none"> • To identify and build networks with relevant stakeholders engaged in similar activity and in areas where potential victims of labour exploitation and modern slavery may access services. • To work with at-risk communities, law enforcement and business to develop an effective community-based approach to address modern day slavery. • To develop working relationships with local and National Government and law enforcement to secure the mandate and support for anti-slavery activity. • To develop effective networks within local communities to address key issues such as victim identification, victim support, raising awareness, reducing harm caused by modern slavery and human trafficking, increasing victim awareness and resilience, and preventing these crimes. • To lead a team of Community Outreach Officers in Bergen and Oslo, providing first line management, setting operational direction and providing leadership to the team.
Department	Norway Programmes
Location	Oslo, Norway
Reporting To	UK and Norway Hubs Team Manager
Main Duties	
<ul style="list-style-type: none"> • Work effectively in partnership with key stakeholders, to include key community leaders, faith-based organisations, local and National Government, law enforcement and business leaders • Develop a community-based prevention model with high-risk communities • Ensure Hope for Justice representation at key strategic and tactical forums located at the seats of power and influence • Use local and cultural knowledge and language skills to identify and build relationship and trust with community networks and potential victims of trafficking • Conduct risk assessments and work with support providers to address the immediate safety needs of potential victims • Inform victims of appropriate forms of support available and assist them to access pathways such as the Reflection Period and police reporting • Assist enquiries as directed. This may involve researching, gathering and obtaining information • Proactively seeking out and building networking opportunities with other stakeholders engaged in the business of labour exploitation and modern slavery, or where potential victims may access support services • Work at all times in accordance with policies and procedures and the wider strategy, culture and ethos of Hope for Justice. • Work flexible hours as required and undertake any other reasonable duties • Understand and uphold the standards outlined in the Hope for Justice Safeguarding policies, acting with due care and attention to safeguard the wellbeing of anyone that comes into contact with our work and reporting concerns if they do arise 	

Key Result Areas

- Lead effective teams of engagement officers
- Providing momentum to drive forward Programme activity
- Engage local and National Government, law enforcement and key partners in awareness raising
- Identify key funding opportunities
- Engage communities in anti-slavery awareness and prevention initiatives
- Engage community and partner stakeholders to create an environment hostile to traffickers
- Develop Memorandums of Understanding with strategic partners
- Provide support to victims

Soft Skills

- Leadership
- Tact and discretion
- Ability to effectively communicate orally and in writing
- Ability to work independently and as a member of a team
- Creative
- Problem-solver
- Decisive
- Resilient
- Motivated
- Flexible
- Organised
- Highly resourceful
- Ability to uphold the values of Hope for Justice

Technical Skills

- Familiarity with trauma-informed approach
- Understanding and knowledge of Norwegian modern slavery practices and Government structures
- Computer literate
- Understanding of Norwegian law in relation to Modern Slavery
- Understanding of Norwegian Reflection period
- Understanding of Norwegian immigration and benefits system

Experience & Education

- Experience of leading and managing teams
- Experience of delivering presentations and public speaking
- Building multi-stakeholder partnerships
- Fluency in Norwegian and English
- Experience of working in partnership with multi-agencies
- Ideally, a working knowledge of other nationalities and cultures, including language skills
- Working permit for Norway
- Drivers licence for Norway