



**EMILY SPURRELL**  
MERSEYSIDE POLICE  
& CRIME COMMISSIONER

## **JOB DESCRIPTION QUESTIONNAIRE**

**DIRECTORATE:** Office of the Police and Crime Commissioner  
**DEPT/DIST:** Mather Avenue  
**SECTION:**  
**JOB TITLE:** **Director Violence Reduction Partnership  
Merseyside (MVRP)**  
**REPORTS TO:** Chief Executive Office of the Police & Crime  
Commissioner  
**GRADE:** K  
**DATE:** Feb 2026  
**VETTING LEVEL:** MV

### **1. JOB PURPOSE:**

To provide visionary leadership and expert strategic advice, working within a multi-agency initiative, fostering strong local partnerships and driving innovative community led solutions to reduce serious violence.

Design, deliver and implement a local partnership plan that aligns with the Merseyside Violence Prevention Strategy creating safer and more connected communities across the region strengthening multi-agency collaboration, meeting statutory duties under the Serious Violence Duty and driving long-term system change across policing, health, education local authorities, criminal justice and the voluntary and community sector.

### **2. PRINCIPAL ACCOUNTABILITIES:**

- Lead on the development and delivery of Merseyside's Violence Prevention Strategy, ensuring alignment with national legislation and local priorities. ensuring the Violence Reduction Partnership (VRP) delivers a coherent, evidence-based system-wide plan that meets statutory duties under the Serious Violence Duty and maximises the collective impact of partners across Merseyside.



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- Provide visible, collaborative leadership across complex, multi-agency systems, influencing senior stakeholders to secure commitment to shared objectives. securing strategic alignment, overcoming organisational silos, and ensuring that all partners contribute effectively to violence reduction priorities.
- Ensure a robust public health approach is embedded across the partnership, with a focus on early intervention, prevention, and tackling inequalities shifting long-term outcomes by addressing root causes of violence, reducing demand on crisis services, and targeting interventions where they will reduce harm most effectively.
- Manage the VRP budget, ensuring effective financial planning, robust commissioning, and compliance with Home Office grant conditions. safeguarding public funds, delivering value for money, and ensuring the VRP meets all financial, audit and reporting requirements to maintain ongoing national investment.
- Lead commissioning activity, including procurement, contract management, and provider oversight. ensuring that services commissioned by the VRP are high-quality, evidence-based, legally compliant, and deliver measurable improvements in violence reduction.
- Ensure resources are allocated equitably and targeted to areas of highest need. reducing disparities, directing funding where it will have the greatest impact, and meeting statutory duties relating to fairness, transparency, and informed resource prioritisation.
- Champion community engagement, ensuring lived experience and youth voice inform strategy, commissioning, and delivery, designing interventions that are relevant, effective, and trusted, improving legitimacy and ensuring that communities most affected by violence influence the decisions that shape their lives.
- Promote inclusive practices that address disproportionality and improve outcomes for vulnerable groups, ensuring the VRP actively reduces inequalities, supports those at highest risk, and meets equality and safeguarding responsibilities across all programmes.



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- Build partnerships with grassroots organisations to strengthen community-led solutions. empowering and sustaining local capacity, increasing reach into marginalised communities, and supporting long-term, locally owned change.
- Lead, inspire, and develop a high-performing multidisciplinary team, ensuring the VRP has the capability, motivation, and resilience to deliver complex strategic and operational priorities effectively and at pace.
- Cultivate a culture of collaboration, innovation, and continuous improvement. ensuring the VRP evolves in response to emerging evidence, learns from best practice, and continually enhances its impact and efficiency.
- Lead on the development of multi-agency data sharing agreements and intelligence products and risk analysis and champion evidence-based practice in order to ensure that evaluation and learning shape commissioning, policy and front line practice.
- Embed lived experience and community insight to ensure this is a core driver of system improvement.
- Provide strong people management, ensuring staff wellbeing and professional development maintaining a healthy, supported workforce, enhancing retention and productivity, and upholding the VRP's duty of care as a responsible employer.

**3a. KNOWLEDGE AND EXPERIENCE:** *What kind of knowledge, skills and experience are necessary to enable satisfactory performance in the job and why are they necessary?.*

- The postholder will be required to hold a relevant degree and have extensive experience in strategic leadership within a multi-agency environment (e.g., policing, local authority, health, education, or community sectors).
- Project management qualification (Prince or equivalent)



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- Strong understanding of public health approaches to violence reduction and prevention and trauma informed practice.
- Proven ability to influence, negotiate, and collaborate at senior levels.
- Demonstrable success in programme management, commissioning, and performance oversight.
- Strong financial and risk management capability.
- Experience managing complex partnerships and delivering large-scale system change.
- Excellent communication, presentation, and relationship-building skills.
- Knowledge of national policy relating to serious violence, safeguarding, youth justice, community safety
- Experience working with central government departments (e.g., Home Office, DHSC, DfE) Local Authority Leaders and Politicians
- Familiarity with evaluation methodologies and data-driven insight.
- Be politically astute and have the ability to navigate political and executive environments and influence senior leaders.



**3b.** Does your post require any Police Powers, and if so, what are they, and why are they necessary?

Not applicable

#### **4. RELATIONSHIPS:**

**Supervisory responsibilities:** *Indicate how you direct and motivate personnel for whom you are responsible, the extent of your contact with them and what the issues are during this contact.*

##### **a) Supervisory Responsibilities**

Providing leadership to staff from partner agencies who work within the MVRP (18-20 staff)

##### **b) Supervision Received:** *(How does your Supervisor / Manager direct you?)*

The post holder will report directly to Chief Executive (Office of the Police and Crime Commissioner) but work on their own initiative

##### **c) Other Contacts:**

###### **i) Within OPCC**

Regular contact with PCC, Deputy PCC, Chief Executive, Chief Finance Officer, OPCC staff,

###### **ii) Outside OPCC**

Senior Leaders across the partnership including Police, Local Authorities, Health, Education, Merseyside Fire and Rescue, Probation, LCR Combined Authority, Voluntary and Third sector partners

**5. CONTEXT:** *What is the nature of the service which you provide and what aspects of the environment distinguish your job, e.g., if you are an Enquiry Officer, who are the customers, how varied are the queries, do you work days or shifts, perhaps giving an example or two.*

##### **a) Operating Environment**

*What is the nature of the service which you provide and what aspects of the environment distinguish your job, e.g., if you are an Enquiry Officer, who are the customers, how varied are the queries, do you workdays or shifts, perhaps giving an example or two.*

The post holder will provide a service within a flexi time system working Monday to Friday however there will be a requirement to be flexible to meet deadlines due to the nature of the role.



b) **Framework and Boundaries:** *(Policies and procedures which affect you and how these can be changed).*

- Serious violence duty (January 2023 under the Police, Crime and Sentencing and Courts Act (2022).
- OPCC policies and procedures
- Police Reform and Social responsibility Act 2011 and relevant legislation
- General Data Protection Regulations
- Local and national conditions of service
- Equality Act 2010

c) **Organisation:** *(For each type of post that reports directly to you, outline below the posts overall responsibilities).*

See organisational chart for diverse roles that support the VRP from across a number of partner agencies

**6. DIMENSIONS:** *(Indicate in quantitative terms, key areas on which your job has an impact).*

Preventing and reducing serious violence across Merseyside

**Financial:** *Indicate in terms of annual sums of money relevant magnitude over which you have some responsibility, for example, budgets, operating costs, income, project costs, and salary costs. Use latest budget figures.*

Budget of £4.7m

**Staff:** *Numbers who report to you directly or indirectly, indicating where appropriate, a financial breakdown.*

18-20

**Other:** *Indicate any other magnitudes which help to clarify the job, e.g., number of customers, suppliers, geographic territory.*

The MVRP brings together partners to plan and deliver activity to reduce serious violence and continued support for Merseyside Young Futures Panels, focused upon better protecting vulnerable people.

The major investment of £4.7M also includes continued funding for the Serious Violence Duty, which brings partners together to plan and deliver activity to reduce serious violence, and continued support for Merseyside's Young Futures Panels, focused on better protecting vulnerable young people.

The MVRP brings together police, fire and rescue, youth offending services, education, health, probation and voluntary sector partners to prevent violence through early intervention and long-term support. Since its formation in 2020, the team has delivered initiatives and interventions that have supported more 185,000 young people.



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Using a public health approach, the MVRP runs programmes supporting pregnant women and vulnerable new parents, right through to intensive interventions for young person on the edge of criminality, all focused on reducing harm and improving life choices for young people and their families.

**7. JOB CHALLENGES:** *(Describe the most challenging or complex parts of your job).*

*Identify the most complex or demanding parts of your job. This should not refer to specific short-term problems but those aspects of the job a fully competent job holder would find most demanding on an ongoing basis.*

The key challenge is to ensure there is effective engagement and involvement of all partners including the voluntary sector across Merseyside, to work as one team to prevent and reduce serious violence within our community.

**8. ADDITIONAL INFORMATION:**

*(Provide any further information, not included in your previous answers, which you consider would assist others to achieve a better understanding of your job).*

*Briefly identify any aspect of your job which you feel has not been adequately covered in the previous sections and which you feel is important in understanding your job. It is not necessary to complete this part of the J.D.Q. if you are happy that the previous information presents a clear picture of your job.*

The MVRP co-ordinates intensive, evidence-based work to prevent violence before it occurs and includes mentoring targeted youth support and diversionary activities, trauma informed training and community based interventions and requires strong inspirational leadership.

**The post holder will be in a politically restricted post as set out in the Local Government and Housing Act 1989**

**9. ORGANISATIONAL STRUCTURE:**

*(Draw an organisational chart of your Department / Section, indicating the position of your post within it).*

See appendix

**10. AGREEMENT OF QUESTIONNAIRE CONTENT:**

(Please sign when completed)

POSTHOLDER'S NAME:  
(Please print in block capitals)



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POSTHOLDER'S SIGNATURE:

Date:

Extn:

MANAGER'S NAME:  
**(Please print in block capitals)**

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Date:

Extn: