

Job Profile

Job Title: Policy Designer

Job Grade: Level 5 Zone 1

About Camden

Camden is building somewhere everyone can thrive, by making our borough the best place to live, work, study and visit. Because, we're not just home to UK's fast-growing economy. We're home to the most important conversations happening today. And we're making radical social change a reality, so that nobody gets left behind. Here's where you can help shape and implement a better future for us all.

The Policy Designer role is one of a number in the newly established Strategy and Policy Design team. The team will lead major programmes of work that support our vision for a 21st century council that delivers on the ambition of Camden 2025. The role will be at the cutting edge of design thinking in Camden, developing policy solutions with citizens that lead to change on the ground.

About the role

This is a role about delivery and changing things on the ground based on evidence. Policy Designers will lead and support a range of policy development projects with design, data, and digital tools at their core. Creativity and problem solving will be core to the work as will a relentless focus on what citizens need from local public services. The postholder will be part of a team working across a diverse portfolio of activity that connects policy thinking to delivery. Working in an agile environment, the role will lead and support multi-disciplinary teams from across the organisation, from discovery and problem definition to live change and evaluation. This will mean using evidence, policy and strong contextual awareness to explore the root causes of problems and test potential solutions with citizens before working with frontline services to translate this into service change.

The work will be fast-paced, but well supported, with a delivery manager shaping projects and supporting team members to adapt and thrive in an agile environment. An understanding of 'as is' business models will be key to how the team works, with a business analyst supporting the work of the team, ensuring that enquiry is led by data and cases for change are robust and support good decision-making. Postholders will be as interested in the learning and development of others, as they are in their own. They will support learning across the strategy family and more widely, supporting new ways of working and growing confidence with design tools. There will be a strong connection into service design, data and organisational design as part of a wider community of design-focused practitioners which the organisation is keen to grow.

About you

You will be focused on delivery and making change at the frontline and see policy as being about this first and foremost.

You will have a creative, problem solving mindset and be comfortable with complexity.

You will be capable of taking insight from multiple sources of information and use this to design and test a policy concept, using prototypes to learn more about whether solutions work or not before we commit to them. You will have experience of or aptitude for user research and be energised by talking directly to citizens.

You will be capable of leading and contributing to compelling, well-evidenced cases for changes.

You will have exemplary facilitation skills and be able to produce high quality outputs which communicate complex ideas simply. This will include use of visual design and different ways of getting information across which don't rely on traditional reports.

You will be confident working with elected members and other senior stakeholders, capable of building confidence with them and translating their insights into the work.

You will have exemplary people management skills, capable of leading diverse project teams but also playing a supporting role and helping colleagues to deliver.

Over to you

We're ready to welcome your ideas, your views, and your rebellious spirit. Help us redefine how we're supporting people, and we'll redefine what a career can be. If that sounds good to you, we'd love to receive an application from you.

Is this role Politically Restricted?

Some posts at Camden are politically restricted, which means individuals holding these posts cannot have active political role. For a list of all politically restricted roles at Camden [click here](#).

Diversity & Inclusion

At Camden, we value and celebrate difference and encourage diversity in all respects. Our diverse workforce ensures we represent our communities to the best of our ability and enables us to make better decisions. Because of this, we particularly welcome applications from Black, Asian and those of other non-white ethnicities, those who identify as LGBT+, neurodiverse and disabled people.

Agile working

At Camden we view work as an activity, not a place. We focus on performance, not presenteeism. We create trusting relationships, we embrace innovation rather than bureaucracy and we value people. Collaboration is the Camden way, silo working isn't.

At Camden we are proud to be one of Hire Me My Way's inaugural campaign supporters. Hire Me My Way is a national campaign led by Timewise, designed to increase the volume of good quality jobs that can be worked flexibly in the UK (www.HireMeMyWay.org.uk). Hire Me My Way aims to treble the number of available good quality flexible jobs to 1 million by 2020.

Asking for Adjustments

Camden is committed to making our recruitment practices barrier-free and as accessible as possible for everyone. This includes making adjustments or changes for disabled people, neurodiverse people or people with long-term health conditions. If you would like us to do anything differently during the

application, interview or assessment process, including providing information in an alternative format, please contact us on 020 7974 6655, at resourcing@camden.gov.uk or post to 5 Pancras Square, London, N1C 4AG.