

## Job Profile

**Job Title:** Principal Policy & Projects Officer – Violence Against Women and Girls (VAWG)  
**Job Grade:** Level 5 Zone 1  
**Salary Range:** £49,930 - £57,543

### 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 decide a better future for us all. Tackling Violence Against Women and Girls (VAWG) is at the heart of our ambition. We are investing further resources in this area, acknowledging its detrimental effects on our society and that the time to act is now. Safety at home and in the community is one of our Camden challenges in 'We Make Camden', our recently updated vision for the borough, highlighting the necessity to tackle VAWG. We know we have a lot to do and are looking for someone who wants to part of our mission to move beyond supporting individuals towards changing the system. This role is a unique opportunity to make a difference to survivors of domestic abuse in Camden through creating long-term systems change.

We are at a pivotal point in our journey. We need additional team members to help us achieve our vision and make the changes that we know need to happen to improve survivors' journeys in Camden.

### About the role

Over the last couple of years, we have done a huge amount of work developing our work on domestic abuse. In March 2021, Cabinet approved the Domestic Violence and Abuse Action Plan, Camden Women's Forum completed their inquiry into domestic violence and abuse in December 2021, along with an additional £400,000 to implement these recommendations including a free legal advice service for victims, and children's therapeutic support. Alongside this work, we have been developing our strategic response to domestic abuse. We established a DVA Directors Group in August 2021, under Jon Rowney as Exec Director Sponsor and have been focusing on developing a Theory of Change, to develop a Strategic Roadmap for Domestic Violence and abuse. We are now looking to embed this distributed leadership model, and provide support to Directors leading broad portfolios to help us support those who experience domestic abuse, and prevent it within future generations. As the Strategy Family lead for DVA, you will be responsible for keeping our theory of change up to date, leading DVA Directors meetings with senior leaders across the organisation, fortnightly DVA Leads with heads of services and supporting Directors. You will be working directly with senior leaders and directors to ensure the delivery of our ambitions around this key agenda.

### About you

- You will have exemplar project and programme management skills, able to deliver projects on time and within budget
- You will have a creative, problem solving mindset and be comfortable with complexity
- 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

**Work Environment:**

- Hybrid – working from office for key meetings with flexible and agile working

**People Management Responsibilities:**

None

**Relationships:**

- Building relationships with senior leaders – directors across the organisation, elected members and senior leaders across partnerships
- Strategy Family – supporting people
- Domestic Abuse Leads – heads of service and leads across the organisation

**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 talk

**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**

We want Camden Council to be a great place to work and to ensure that our communities are represented across our workforce. A vital part of this is ensuring we are a truly inclusive organisation that encourages diversity in all respects, including diversity of thinking. We particularly welcome applications from Black, Asian and those of Other Ethnicities, LGBT+, disabled and neurodiverse communities to make a real difference to our residents so that equalities and justice remains at the heart of everything we do. Click [Diversity and Inclusion](#) for more information on our commitment.

**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](http://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](mailto:resourcing@camden.gov.uk) or post to 5 Pancras Square, London, N1C 4AG,