

Role outline & Purpose

Director of Recreation (Leisure, Libraries and Green Spaces job summary

Camden is an ambitious, civic borough; full of participation, energy and community spirit focused on making sure Camden is a place where everyone can succeed, where nobody gets left behind and where everybody has a voice. Camden 2025 is our vision for the future of Camden and we need an exceptional Director of Recreation to help us deliver on the ambitions contained within it.

You will join the senior leadership team of a highly performing organisation that continues to be at the leading edge of local government – whether that is providing leadership in the fields of education and children’s safeguarding, continuing to lead the way in investing in the housing that our communities need or being at the forefront of digital leadership in local government.

In Camden, we already know we cannot deliver these ambitions using the same thinking that has preceded us; we need to continue to challenge and move away from conventional thinking and move towards a new type of local government that tests new approaches and is reflective. A type of local government that genuinely puts citizens at the heart of what we do; designing services around the needs of our citizens; taking a systemic and human centred approach; acting on evidence, leading on innovation and working holistically across organisational boundaries. We therefore need a Director of Recreation who not only believes in this journey and approach but who has the passion and commitment to continue to move Camden Council forwards in its ambition to be a place of innovation and impact for our citizens and communities.

Director of Recreation job specific accountabilities

- Play a vital role in helping residents live happy, healthy, safe and connected lives in the borough, ensuring strong and cohesive communities.

Director of Recreation job specific accountabilities

- Lead on providing outstanding libraries as digital community hubs and leisure facilities that take a whole health approach supporting residents to live active healthy lives, working closely for example, with leisure partners.
- To advise the elected leadership of the Council on their strategic policy direction on libraries, green spaces and recreation, supporting them to deliver on their political ambitions for Camden.
- To develop libraries which are neighbourhood hubs working closely with the VCS sector.
- Embed a culture that takes an 'outside-in perspective'; challenging existing beliefs and assumptions to ensure services are designed around citizen's needs, with a clear focus on prevention and early intervention and acting decisively when required.
- Create a truly inclusive directorate and lead by example to support and encourage diversity in all respects, including diversity of thinking within the workplace and in the delivery of our services.
- Ensure the effective co-ordination of bids and resources to promote the sustainable regeneration of Camden, responding to the needs of the community and the environment.
- Create strong relationships with strategic partners that enables the Council to work across the whole system to achieve the greatest impact for our residents.
- All duties and responsibilities should be carried out in accordance with Council's Constitution, governance arrangements, policies and procedures.

This role is responsible for the following services:

- Leisure
- Libraries
- Green Spaces

Director of Recreation Person Specification

- Impressive track record at a senior level within local government or a comparable sector.
- It is essential that the person appointed shares the same core values and level of ambition as the Council as set out in Camden 2025 and Our Camden Plan.
- Must be able to demonstrate experience of significant innovation and challenge to conventional management logic.
- Must have worked closely and effectively with politicians (or equivalent) and have good political awareness; must be able to forge effective working relationships with politicians and instil confidence.
- Must be able to demonstrate effective leadership beyond organisational boundaries.
- Must have a good understanding of the financial context of and current issues and challenges in local government.
- Must have a good understanding of the political, social, and economic context and challenges in local government in Camden, across London and nationally.
- Strong perspective and leadership in building, and enabling strong cohesive, and resilient communities in a range of ways.

- Proven track record of facilitating community cohesion within large and diverse communities.
- Strong track record of working across organisational boundaries to improve resilience for communities.
- Must have a collaborative personal style, highly effective interpersonal skills including strong emotional intelligence; and highly effective presentational skills.
- Must have a coaching / developmental leadership style that fits our sense of shared leadership responsibility and empowered organisational culture.
- Must be able to champion the pursuit of diversity and inclusion and demonstrate a record of accomplishment of this.
- Whilst it is not essential to have prior experience in applying human-centred design and participative approaches, it will be essential to demonstrate a sympathy with and an ability to adapt to these ways of working.
- Will need to have the personal adaptability and resilience to thrive in a fast paced, challenging environment where personal responsibility, personal and organisational growth and development are prized.