

## **Job Profile - Deputy Team Leader**

**Job Title: Deputy Team Leader**

**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 decide a better future for us all.

### **About the role**

The post holder will lead on highly complex, politically sensitive and major planning applications to deliver a good outcome for the borough and its communities. They will provide support to the Development Management Team Managers and deputise for them as required. They will have direct responsibility for the line management and supervision of planners at senior and planning officer level as well as being a mentor to staff more widely across the service. The post holder will inspire staff and assist in their professional development.

- The post holder will be required to work strategically and to build relationships across the council and externally.
- The post holder will be an expert point of reference on planning advice and information, the planning process, planning legislation and Camden's planning policies and procedures.
- The post holder will be required to empower staff and the service to make decisions and feel confident in their knowledge and ability.
- The post holder will ensure the provision of a responsive, high performing and high quality Development Management Service.

### **Example outcomes or objectives that this role will deliver:**

- Development Management is a high performing service where data underpins performance management and service improvement priorities, and is used to drive up productivity of the service.
- A modernised Development Management service which makes use of digital solutions to ensure the provision of efficient customer focused services.
- Improved approach to customer and resident engagement from the Development Management service which puts feedback from our customers at the approach to improvement.
- Delivery of a value for money pre-application service, which generates income to support the ongoing delivery of development management functions.
- Dynamic planning teams, a team of empowered officers who are equipped with the skills and confidence required to navigate Camden's

planning governance structures.

- Effective negotiation, stakeholder involvement and conflict resolution to ensure the delivery of high quality and innovative outcomes that reflect Council wide priorities and policies.
- Maximising social value including financial and other community benefits through legal agreements to be invested in the borough's built environment and infrastructure.
- Development Management decisions which comply with relevant legislation, statutory and other Council plans, policies and guidelines that can be robustly defended in planning appeals as necessary.
- Reports, correspondence, written and telephone enquiries and complaints dealt with within target response times and of a quality and content that meet required standards
- Support and manage staff within the team, ensuring that they maintain a good level of performance and are supported in their career development.

### **About you**

- A good understanding of the local, regional and national political, strategic and operating context and the ability to understand its impact on the delivery of development management services in local government.
- Excellent analytical skills with the ability to strategically assess issues and challenges to come up with creative solutions, often in situations with a degree of ambiguity.
- Excellence in customer care and an understanding of the role of local government in supporting residents.
- The ability to work independently and with credibility in order to build relationships with members and officers across the council and externally as appropriate, to support the delivery of improved development management services.
- Highly organised, with the ability to plan and effectively manage projects of varying to scale, to time and to budget.
- Good communication skills, both written and verbal, and able to demonstrate the ability to convince officers at all levels of the organisation and members about the benefits of projects.
- A good understanding of impacts of planning on people and the environment and a commitment to the delivery of inclusive growth which supports businesses and communities, reduces inequality, improve lives and the built environment, and tackles climate change.
- Significant experience of working on highly complex, politically sensitive and major planning applications to deliver a good outcome
- Degree level qualification and a diploma or post graduate qualification in Town Planning with eligibility for Membership of the Royal Town Planning Institute.
- At least 5 years' experience of working within Development Management in a local authority environment
- Experience in mentoring/managing more junior members of staff is required.

### **Work Environment:**

Predominantly office based in 5PS with external meetings and site visits. Willingness to work outside normal office hours essential.

**People Management Responsibilities:**

Responsibility with the Development Management Team Manager for line-management of 2-3 Senior Planners and 3-4 Planning Officers.

**Relationships:**

Reports to a Development Management Team Manager and Head of Development Management.

Significant working relationships include:

- Councillors
- Senior managers across the council
- Planning teams in particular Development Management, Regeneration and Place, Infrastructure & Growth and Planning Policy.
- Greater London Authority.
- Other regulatory services within the council e.g. environmental health, transport, private sector housing and street environment services.
- ICT and finance services
- HR
- Residents and amenity groups.
- Major landowners, developers and applicants

**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**

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 other ethnic groups, those who identify as LGBT+, neurodiverse and disabled people. 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,