

## Job Profile

**Job Title: Principal Participation Officer**

**Job Grade: Level 5.1**

**Salary Range: £49,930 - £57,543**

### **About Camden**

We want Camden to be a better borough – a place for everyone, where no one gets left behind and where everyone has a voice. Camden citizens are by far the borough's greatest asset and we want to work alongside them to shift the dial on the tricky and knotty issues we face, rooted in our strong focus and commitment to social justice. We're looking for someone who champions and inspires citizen participation and is passionate and experienced in enabling social action. We want to go further in achieving our ambition of bringing citizens closer to decision making. We want people to feel connected to the borough, have trust in local democracy and to demonstrate an increased sense of civic pride and neighbourliness.

We Make Camden must act as a call to action that inspires a new way of working, where Camden's people, the Council, public sector partners, businesses and world-renowned institutions come together to work differently to develop solutions to shared missions. Here's where you can be part of growing our We Make Camden movement.

### **About the role**

We're looking for a participation expert who can help us to strengthen community voice and embed a participatory approach in to the design and decision making of the Community Wealth Fund. You will be knowledgeable and experienced in developing and delivering deliberative engagement and in supporting and enabling organisations to share power and develop solutions with citizens and communities.

You will develop an understanding of informal community networks and organisers and connect with the wealth of social capital already in the borough. You will break down barriers to involve and inspire citizens who may not have participated before. You will lead on the development and delivery of participation and engagement approaches which support the organisation to share power and take a deliberative approach..

You will work closely with organisations who 'Make Camden', working with our anchor institutions to come together with citizens to develop new solutions. You will need to understand the organisational and political context to ensure we position our approaches effectively within this context. This will help you to be able to spot and take up opportunities and to understand the complexities of collaborative working through a variety of different models.

You will look for opportunities to test and learn and will enable and inspire sustainable citizen action. You will support and enable the Council to bring people from different backgrounds together, increasing opportunities to connect and support each other and work together to improve local areas.

You will lead on work with high levels of complexity or risk that result in change to service delivery. You will help people to think and work differently to test new approaches and pivot where needed. You will create space for people to share and apply lessons learned and support organisations and teams across the Council to accelerate, embed and scale up approaches where it makes sense to do so.

This role will sit within the Participation and Partnerships Team, which is in the Participation, Partnerships and Communications Directorate and will report into one of our Participation Lead roles.

### **About you**

You will have:

- Understanding of and commitment to We Make Camden
- Demonstrable political awareness and knowledge of strategic challenges facing Camden
- Expertise in leading large-scale participation and deliberative engagement which have brought citizens closer to decision making and/or resulted in improvements to wellbeing
- Expertise in building strong relationships and working across community networks and bringing people together to tackle issues and deliver impact
- Expertise in being able to understand, analyse and evaluate a range of data and insights to solve complex problems

### **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

### **Politically Restricted Posts**

This post is politically restricted, which means individuals holding this post 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](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,