

Role Profile

Job Title: Corporate Strategy Portfolio Lead

Grade: Zone 5, Level 2

Term: Permanent

About the Corporate Strategy Portfolio Lead role:

We're looking for a experienced, empathetic, and passionate Corporate Strategy Portfolio Lead to own and deliver a diverse portfolio of strategy, collaborating with leaders and teams throughout the organisation to help shape our response to complex challenges, and ensure we remain at the leading edge of thinking about the role of local government in places and communities.

The Corporate Strategy Portfolio Lead will work primarily within the Strategy & Design Team, with strong, constructive working relationships with Corporate Services, the Cabinet Office, the Supporting People Strategy Team, and Supporting Communities Strategy Team - Supporting People, Supporting Communities, or Strategy & Design being fundamental to the success of the role.

The new Corporate Strategy Portfolio Lead role will, working with the Head of Corporate Strategy, take a lead on developing deeper relationships across Corporate Services and bringing together the innovative thinking and activity occurring in shaping how we work as a Council.

The Corporate Strategy Portfolio Lead will be managed by Osian Jones, Head of Corporate Strategy and Cabinet Office.

About the skills & mindset the Corporate Strategy Portfolio Lead will need to hone to thrive at Camden

The Corporate Strategy Portfolio Lead will establish themselves as an expert in strategy development, establishing flexible, supportive governance, leading thinking about the role and shape of innovative and progressive local government.

Portfolio & project management

- Working with the Head of Corporate Strategy to coordinate and maintain a strategic roadmap of work spanning policy development, service improvement, capability-building, briefings, and the other activities needed to achieve the team's goals;
- Management and ownership of some key organisational strategies and associated programmes, including the Medium Term Financial Strategy;

- Working across the wider Strategy Family and with Participation colleagues and Committee Services in supporting and setting a development direction for our Scrutiny Committees;
- Facilitating collaboration and alignment between the work of Corporate Strategy and the Cabinet Office to ensure the effective integration of strategic initiatives and policies;
- Establishing, adapting, and maintaining agile rhythms across multiple project teams working in different contexts, ensuring the sustainable delivery of key projects, services and products whilst promoting collaboration and psychological safety.

Strategy development & execution

- Leading and supporting the redesign of elements of the Council's core organisational infrastructure to better support our mission-oriented approach;
- Working with the Strategy Family leadership, driving the development and implementation of a corporate strategy framework with the aim of establishing a cohesive and effective approach to strategic planning, execution, and monitoring within the organisation.

Communication & storytelling

- Work to support extending Camden's influence - engaging externally with practice and evidence partners who have a national voice to support us to advocate for change based on the best possible evidence;
- Shaping and developing projects and initiatives, ensuring they respond to the needs of a range of stakeholders, and responding to actionable information that supports prioritisation and decision-making;
- Working with teams to create clear, evidence-based cases for change, project briefs, and work plans.

Relationship-building and stakeholder management

- Deputising for the Head of Corporate Strategy and Cabinet Office and holding a relationship with the Executive Director Corporate Services;
- Building cooperative, respectful and trusting relationships and encouraging open and purposeful conversations within teams to ensure a regular cadence of retrospectives and show-and-tells, constantly working to improve both the

outcomes our teams are striving to achieve and how they work to achieve them;

- Introducing relevant, proportionate progress reporting for all teams and projects you are responsible for, working with teams and sponsors to define and report on meaningful success criteria.

This post requires a positive attitude, the use of initiative, and the ability to adapt to changes. The postholder will be encouraged to work in an innovative and creative way that puts people at the heart of our work and the postholder will need to engage regularly with their line manager and team members to determine the most purposeful, highest priority work and assignments to be carried out and the relevant relationships to be formed to enable this.

About you:

You'll be comfortable delivering and facilitating progress at the heart of the Council's design-led approach to change, working on complex problems where there's no easy answer and dynamic opportunities where we can be truly innovative and creative.

You'll have a strong track record of working across multiple change projects at different stages of delivery and have demonstrated how a pragmatic, flexible, and people-centred approach to delivery has been fundamental to success. You won't be a purist, recognising that agile practice is a tool like any other and must be adapted to its local context in order to be used successfully.

As well as a commitment to learning and honing your skills, you'll have a creative, problem-solving mindset and be comfortable with complexity. You'll have experience of creating psychological safety and promoting wellbeing within project teams, recognising this as an essential condition for delivery.

Working at Camden

- 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. Hire Me My Way aims to triple the number of available good quality flexible jobs to 1 million by 2020.

- The postholder will need to work some part of each week in the office (5 Pancras Square, London, N1C 4AG) as determined in regular discussions with their line manager and project teams.
- As well as working with members of their relevant team, the postholder is expected to develop and maintain effective and constructive relationships with colleagues across all parts of the Council, including Council leadership and Heads of Service, as well as Camden residents and other members of the public.
- The postholder will need to work some part of each week in the office (5 Pancras Square) as determined in regular discussions with their line manager and project teams. The postholder will also need to engage regularly with their line manager and others to enable the work and assignments to be carried out and build relationship.
- 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](#).
- This post has no immediate line management responsibilities, but will line manage people in the future once established in post.

Diversity and 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're a truly inclusive organisation that encourages diversity in all respects. We particularly welcome applications from Black, Asian and those of Other Ethnicities, LGBT+, disabled and neurodiverse communities to help us make a real difference to our residents so that equity, inclusion, and justice remains at the heart of everything we do.

To discover more about Camden and our commitment towards diversity, equality and safeguarding, please visit [our recruitment website](#).

Agile working

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(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 and as accessible as we possibly can for everyone. This includes adjusting or changing the process 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, please contact us on 020 7974 6655, at resourcing@camden.gov.uk or post to 5 Pancras Square, London, N1C 4AG.