

London Borough of Camden Job Profile

Job Title: Head of Camden Living Development

Job Grade: Level 6 Zone 2

Salary Range: £82,140 - £91,682

About Community Investment Programme (CIP) and Camden Living group of Companies.

Camden is building somewhere everyone can thrive, by making our borough the best place to live, work, study and visit. We want to be bold in supporting the *We Make Camden* ambition: ***Everyone in Camden should have a place they call home.***

CIP have a target to build 4,850 homes 1,800 social rent homes, 350 Camden Living intermediate rent homes as well as new temporary accommodation and hostel beds for people experiencing homelessness. This will require diversifying our models of delivery – both to accelerate and broaden our impact, but also to ensure we are delivering for communities whilst managing financial risk to the Council.

The Council's wholly owned company Camden Living Ltd was established to widen housing opportunities for Camden residents primarily by offering intermediate rent homes to middle income households. The company also manages market rent homes built by CIP. In 2022, the Council decided establish a Camden Living Group of companies (CLG) including the incorporation of a new subsidiary company that could apply to become a Registered Provider of social housing. The objective was to increase the Council's capacity to create genuinely affordable homes through the CIP by financing delivery of affordable housing outside of the Housing Revenue Account (HRA).

About the role

CLG have indicated it intends to commission a company development management service for the Group from CIP. The post is being created in order to ensure CIP have sufficient resources to provide that service to CLG

Because the development of CLG objectives will be closely interlinked with delivery of CIP objectives the post holder will be a member of the CIP Development SMT. However because of the requirement under company law to build in separation / differentiation between the activities of CLG and the Council the postholder in providing the service to CLG will be a representative of CLG. The post holder will work alongside the [head of company operations/company secretary] to provide this service. The post holder will be accountable to the Chairs of the Camden Living parent and subsidiary companies in the CLG Group.

CLG have indicated the scope of the service required will cover:

- Development of a viable business plan that will deliver these key objectives (a) to widen affordable housing opportunities for Camden residents and (b) to assist the Council in increasing its capacity to deliver genuinely affordable homes outside the HRA.
- Lead on the Board of Camden Living Social Offer application to the Social Housing Regulator to become a registered provider of social housing
- Managing acquisition of a pipeline of new homes from CIP and other developers which will help meet the Council's and CLG's housing objectives.
- Provide direction for CLG to develop and deliver innovative and viable solutions to meet housing need in the borough including a range of flexible affordable tenancies that help meet the housing needs of Camden people without adding to pressure on the HRA
- Acting as Client representative for CLG to procure and manage delivery of services including programme management, legal services/ company secretariat support , financial services and housing and property management services via service level agreements with Camden Council or other third parties; procure consultants as appropriate for due diligence on decision making.

About you

You will have knowledge and experience of

- Best practice in Project and programme management and experience of best practice in regeneration and development activities – including acquisitions
- Local authority governance and company legal and decision making requirements
- Understanding of and working relationship with the GLA
- Regulatory standards for social housing
- Construction and safety responsibilities in relation procurement practice and related to construction and Construction law.
- Effective resident environment, communities and engagement techniques in relation to construction regeneration projects.
- Contract and property law, including Landlord & Tenant law and practice.
- Knowledge of Asset Management Planning, particularly in a local authority context.

Work Environment:

Office based or working from home with periods of time spent outdoors and visiting construction sites.

People Management Responsibilities:

In parallel with their accountability to CLG the post holder will report directly to the Director of Development and is required to deputise on occasion.

The post holder has responsibility for day-to-day management of staff and consultants which will reflect the complexity and value of the Camden Living housing development programme.

Relationships:

The Council's Camden Living Shareholder Representative, Supporting Communities Directors and Heads of Services across the Directorate. And the Boards of Camden Living Group of Companies.

The post holder will be responsible for developing a new way of working bringing together a range of Camden Living Board members, stakeholders, ward councillors, tenants, leaseholders, residents and communities to establish and deliver a shared vision the new Camden Living group of companies.

This is a new venture for Camden Council, involving significant business risk in terms of delivering the investment strategy and reputational risk for the Council if the Camden Living group of companies fails to deliver.

The post holder will have daily contact with chief officers and very regular contact with elected members, including presenting reports to Cabinet, scrutiny and ward councillors. The post holder will represent Camden Living at a wide range of public meetings.

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). 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 or post to 5 Pancras Square, London, N1C 4AG,