

# Role Profiles

## People Relationship Lead – Children and Learning Level 6 Zone 1

Division: People & Inclusion  
Directorate: Corporate Services

### Role profile and Person Specification

#### Introduction

Camden is already on an organisational journey - focusing on moving from processes (bureaucratic) to relationships and partnerships (relational), and the People and Inclusion division has a critical role in supporting the organisation to be able to operate in this way. For us being relational means putting people at the centre of what we do, building **trust**, having **empathy** and fundamentally focusing on relationships. Starting from a position of **trust** where we treat employees as adults who want to do a decent job. Ensuring there is **freedom** with **responsibility** anchored by guiding principles and always ensuring there is coherence between these values and our actions. Whilst **coaching** managers to use their judgement from a place of empathy and compassion

As a division we are focused on ensuring we are best placed to support the organisation to imagine a different future and develop the organisation to deliver on it. This means:

- **Having strong human-centred relationships** - we want to help people to work well together and to get the best from each other as individuals and collectively.
- **Being empowered to experiment** - we want to help people feel safe and empowered to experiment and to make decisions to create change in a way which is supported and in an environment that allows that to happen, underpinned with great data and insight.
- **Being inspired to learn** - we want to help people to proactively learn and to create a true learning culture across the organisation - we want people to feel that learning is just a part of what they do every day.
- **Connecting the human element with change** - we want to help people, teams and the organisation move from a state of 'what is [the current position]' to 'what if [exploring possibility]' and ultimately to 'how to and how can we' [making possibility a reality].
- **Having resilience and flexibility** - formal structures and status are less important, power is shared so all have agency. We do this by working in the open and with kindness.

The expectation of all people who work within the People and Inclusion division is that we are committed to operating in this way and supporting others to do the same.

#### Role profile: Common Accountabilities (for all People & Inclusion senior roles)

- An ability to deal with complex or high-profile issues and to make recommendations to the Director of People & Inclusion and direct reports on how to tackle / deal with such issues as well as take forward appropriate action as necessary.

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- Application of conceptual thinking and the ability to work out solutions from first principles both in terms of the strategic direction of the division and in specific areas of expertise.
- Providing high quality coaching and information to enable managers to make informed decisions and determine appropriate courses of action.
- Contribute to the leadership of the division in accordance with our principles, ensuring a highly skilled, motivated and effective workforce.
- Identifying and outlining creative solutions including issues and risks to assist managers in developing and applying solutions to problems.
- Coaching and supporting colleagues across the organisation to develop capabilities and increase confidence in order to support a relational way of working.

### Role profile: Role Specific Accountabilities

To be an inspirational and relational leader with creativity and an ability to coach, consult and influence across the organisation. With responsibility for strategic support to the Children and Learning Directorate.

- Establishing professional credibility and trust to develop strong relationships to influence and challenge the senior leaders on the planning and delivery of their people projects and initiatives to meet current and future business need with inclusion being at the heart of all activity/approaches.
- Working as an integral member of the Directorate Management Team as well as across People and Inclusion.
- Take the strategic HR responsibility for the Children & Learning Directorate to work together with leaders, managers and People & Inclusion colleagues to deliver The Way We Work
- Lead strategic workforce planning and development for the Children & Learning Directorate to ensure the full range of people management needs are reflected in short, medium and long-term plans; and risks to the service are identified and mitigated
- Lead and manage the implementation of service-based people projects, contributing to the development of the organisation and the delivery of organisational objectives
- Support senior management team with large scale organisational transformational projects
- Champion our approach to conscious inclusions across the organisation to be an ambassador for change

### Person specification: attributes and capabilities

**A successful candidate will demonstrate the following attributes and capabilities:**

#### **Takes responsibility;**

- To be relational in all they do
- To be truly inclusive and to hold others accountable for this too

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- To coach and develop others
- To lead and deliver
- To flex style and approach as needed
- For their resilience and well-being

### **Strategic thinking;**

- Can take an adult to adult approach to HR and change
- Takes a 21st century and digital focus
- Ambitious and innovative – willing to tackle the status quo

### **Effective judgement and decision-making;**

- Acts on facts
- Risk awareness and ability to manage / mitigate risk
- Can use evidence to inform recommendations on business change / improvement

### **Political and organisation awareness;**

- Demonstrates an understanding of the wider organisation and political perspective

### **Effective personal style;**

- Self-belief / self-confidence
- Is collaborative / team player, able to build networks and partnerships and maintain strong working relationships with stakeholders
- Is comfortable with complexity
- Open and honest
- Responsive and flexible
- Good communicator - personable and effective
- Strong IT skills

## **Person specification: the basics**

### **A successful candidate will be able to demonstrate the following:**

#### **Education;**

- CIPD qualified or equivalent
- Current knowledge of thinking on learning and organisation development models, tools and techniques, including evaluation methodologies.

#### **Health and Safety;**

- Ability to promote health and safety at all times

#### **Data / information management;**

- Understanding of information management, information sharing and data handling in accordance with Data Protection legislation and best practice

#### **Financial management;**

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- Ability to demonstrate effective financial management skills

### High level structure

