

Job Profile - Housing Change & Transformation Lead

Job Title: Housing Change & Transformation Lead

Job Grade: Level 5 Zone 2

Salary Range: £58,184 - £67,886

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

We're looking for an ambitious, reflective, and dynamic Housing Transformation and Change Lead to lead and deliver our housing transformation programme and help shape our response to complex challenges, and ensure we remain at the leading edge of thinking about the role of local government as a landlord and in communities.

The Housing Transformation and Change Lead will establish themselves as an expert in programme delivery, establishing flexible, supportive governance, leading thinking about the role and shape of innovative and progressive local government.

The new Housing Transformation and Change Lead role will, working with colleagues across housing leadership, take a lead on developing deeper relationships across Supporting Communities bringing together the innovative thinking and activity occurring in shaping how we deliver change in housing services and in outcomes for our tenants and communities.

Responsibilities:

Strategic Portfolio and Project Management

- Coordinate and maintain a strategic roadmap of housing transformation work spanning policy development, service improvement, capability-building, briefings, and the other activities needed to achieve the team's goals
- Develop and implement innovative strategies to enhance housing services, driven by our dedication to making Camden an even better place for residents. Embed anti-racist principles and restorative practices in community engagement and decision-making processes, fostering trust, dialogue, and collaboration
- 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
- Facilitating collaboration and alignment between the work of Housing Services and the Strategy Family to ensure the effective integration of strategic initiatives and policies

Strategy development & execution

- Be a visible and approachable leader for housing policy and housing-related improvement work within the organisation – championing the importance of thoughtful, relational and long-term approaches to our housing stock and landlord role
- Working with teams to create clear, evidence-based cases for change, project briefs, and work plans
- Leading and supporting the development of housing vision, strategy and policies that align with our housing transformation priorities and our We Make Camden priorities
- Act as a change agent, promoting the positive culture of innovation, efficiency, and responsiveness within the housing department, reflecting the core values of "We Make Camden."

Relationship-building and stakeholder management

- 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;

Communication and storytelling

- Be a consistent champion for change and a pragmatic optimist about the work
- Be thoughtful and reflective about ways in which to communicate both complexity and ambition in the housing work
- Ensure communications reflect the commitment to systemic, restorative, and anti-racist practices, promoting a culture of inclusivity and cultural competence.

Team Leadership

- Provide leadership and guidance to a team the Housing Transformation Programme team, fostering a collaborative and high-performance work environment that mirrors the spirit of "We Make Camden."

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.

1. Proven experience in leading and implementing transformative projects within the housing sector, aligning with the principles of "We Make Camden," and incorporating systemic, restorative, and anti-racist practices.
2. Strong knowledge of housing policies, regulations, and industry best practices

3. Excellent analytical and problem-solving skills, with the ability to interpret complex data
4. Exceptional leadership and communication skills, reflecting the collaborative spirit of "We Make Camden"
5. A track record of successful collaboration with cross-functional teams and community partners
6. Demonstrated ability to manage change and navigate challenges in a dynamic and evolving environment

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.