

Job Profile

Job Title: Adult Early Help Pilot Worker
Job Grade: Level 3 Zone 2
Salary Range: £39,336 - £44,878

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.

Adult Early Help (AEH) is a new offer of support that is being tested through a small scale pilot. The aim of the offer is to improve outcomes for adults at risk of or experiencing multiple disadvantages - such as combinations of homelessness, substance misuse, mental and physical health issues, domestic abuse and contact with the criminal justice system.

The pilot will test a relational and holistic approach to supporting adults with a strong focus on intervening early to prevent residents' problems from escalating, as well as contributing to prevention. The ambition is to bring this way of working out of specific services, and empower team members to take a truly system-wide approach of offering relational and holistic support.

About the role

This is a dynamic and changeable role – no two days will be the same. As this is a pilot, the offer of support and the role are yours to shape once the role starts and to continually develop as the pilot progresses. You will join a pilot team consisting of 3 other early help workers and a Pilot Lead who will manage and support you, offering supervision across your activities.

- You will work with a low number of residents at a time, allowing you to build meaningful relationships one on one. You will support residents to set goals and a plan to reach them, based on what matters to the residents, whilst promoting their independence.
- You will be supporting people who are experiencing inequalities, and have been excluded from other sources of support. Support could come in a variety of forms and will be shaped as the pilot progresses, it could look like a combination of: advising, advocating, navigating specialist support and facilitating conversations and assisting relationship building.
- You will have the support from the Pilot Lead and a project strategy team made up of colleagues from Camden Strategy Family teams. You will work together to co-design what the pilot offer will look like.
- You will continuously reflect on your practices as we test throughout the pilot. The team will share their reflections with similar teams in the council to make sure we are embedding what we've learnt from this type of approach across the wider organisation.

About you

The skills and mindsets this role will require:

People-centred and relationship building

- You are good at building relationships and take care in doing so. You strive to be truly person centred in your work. You see the importance in understanding someone's entire life, not just a pathway or interaction with a service.
- You will have previous experience of supporting adults with a range of needs using a trauma-informed approach.

Partnership working

- You should have evidence of effective partnership working and the ability to network for the benefit of the client and service
- You should have some knowledge of the system of support in Camden, for example the existing support available or how to access specific advice, support and service offers.

Problem solving and adaptability

- The support package for individuals will be based on what matters to them, so solutions may come in many different forms. You should be prepared to think outside the box and come up with ideas on how to make a positive difference in people's lives.
- The ideal person will be curious to look for new ways of doing things and always want to learn and find out more. We're looking for people who can think creatively and innovate in all they do.
- This role is not predefined, the responsibilities may change as the pilot progresses. You should be ready to adapt based on emerging learnings.

Reflective practice and collaboration

- You'll either have some experience in applying reflective practice or understand the importance of continuously reflecting and learning to inform changes in your work. You are constantly looking to improve and develop your own practice and are not afraid to make these informed changes from one day to the next.
- You are ambitious and motivated to make real change. You are open to alternative models of service delivery that challenges the status quo of statutory support in local government.
- You enjoy collaborating and openly sharing reflections with different people.

Work Environment:

Hybrid – Office/Community based with opportunity to work from home.

People Management Responsibilities:

None

Relationships:

Partnership, integration, communication and multi-agency working are vital to improving outcomes. In depth knowledge of local services, referral pathways & criteria are essential to the role. The post holder will be required to develop and maintain links with a variety of partners to support them in the delivery of the adult early help offer.

Over to you

We're ready to welcome your ideas, your views, and your rebellious spirit. Help us redefine our corporate services, and we'll redefine what a career can be.

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

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