

Job Profile

Job Title: Adult Early Help Pilot Lead
Job Grade: Level 4 Zone 2
Salary Range: £47,394 - £54,222

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

The Adult Early Help Pilot Lead will champion the adult early help pilot and the overall ambitions of the Adult Early Help offer. They will work with the project and pilot teams to drive progress on the pilot and establish a practical vision for the offer. 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 roles are not predefined. You will be part of shaping this once the role starts and to continually develop as the pilot progresses.

- Together with the strategy project team and the support of the service manager, you will plan the co-design of what the pilot offer will look like, such as team ways of working, offer outcomes and how activities during the pilot will be recorded to measure impact.
- You will be expected to lead a team of four AEH workers in these activities, encouraging their involvement and ensuring their commitment.
- You will oversee the activities being carried out by Adult Early Help workers and support them as they work with a low number of residents.
- You will help develop the right conditions for the 4 workers to build meaningful relationships with residents, allowing them to set goals with the resident based on what matters to individuals and promotes independence, where appropriate.
- As the pilot develops you will work with the team to build a consistent approach across the team but allows for staff autonomy to make decisions where appropriate which best serve the need of the resident they are working with.

About you

The skills and mindsets this role will require:

Motivated & ambitious to drive change

The Adult Early Help Pilot Lead will have a passion for improving and transforming the lives and wellbeing of those individuals experiencing multiple disadvantages.

- 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.
- 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.

Team leadership and service development

You'll bring a track record of delivering on services, will have worked with and alongside a wide range of stakeholders.

- You're an excellent communicator, skilled influencer and driven by positive outcomes in individuals lives. You will be able to drive the pilot forward, developing the adult early help and establishing a practical vision for the service.
- You will have previous experience of coordinating and supervising a team of workers, working within services supporting adults with a range of needs using a trauma-informed approach.
- You have excellent people skills, are good at building relationships and take care in doing so. You strive to be truly person centred, you see the importance in understanding someone's entire life, and don't see people as a pathway or interaction with a service.

Partnership working

You should have good knowledge of the system of support in Camden, from existing support available and how to access specific advice, support and service offers.

- You'll have evidence of effective partnership working and the ability to network for the benefit of the client and service. You have built strong partnerships with different services and teams across the council and community sector.
- You unlock new working relationships with ease and are passionate about nurturing these to maintain solid and consistent working relationships.
- You enjoy collaborating and openly sharing reflections with different people. You ensure others also feel comfortable and motivated to do the same.

Problem solving & adaptability

You are a creative problem solver and can nurture this attribute in others. You should be prepared to think outside the box and come up with ideas on how the team can truly make a difference in an individual's life. 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 & progression

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 informed changes from one day to the next. In addition, you can create the right conditions for others to do the same.
- You are confident in being an advocate for your team and the residents they support. You are open with your learning reflections, sharing these with the project strategy team and stakeholders and working together to drive change.

Work Environment:

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

People Management Responsibilities:

Provide line management and supervision of 4 Adult Early Help workers who will be providing support to individuals and communities through consistent engagement.

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,