

Job Profile

Job Title: International Recruitment Programme Manager
Job Grade: Level 5 Zone 2
Salary Range: £58,184 - £67,886

About Camden and London ADASS

'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.

Camden Council is the host organisation for London ADASS (Association of the Directors of Adult Social Services). This role is part of a small London ADASS team. London ADASS is a professional association that brings together the directors of adult social care in London to work together to improve and sustain social care. London ADASS aims to collaborate, share good practice and work together to promote high standards of social care, to influence policies and decision makers to transform the lives of people drawing on care and support and those providing care, and promote equality, diversity and inclusion and tackle the inequalities that are often faced by people in London. The London ADASS team works with adult social care across London to promote sector led improvement and peer assurance, supports and extensive range of professional networks and delivers improvement programmes and priorities including events and workshops. The team has new specific responsibilities in relation to international recruitment.

About the role

You will advise and collaborate with directors of adult social care, other senior leaders, Council officers across the London region and partners to implement all aspects of the London ADASS programme and priorities in relation to international recruitment. You will have effective partnership working arrangements with all key stakeholders and foster a spirit and culture of partnership in adult social care across London working closely with the sub regional leads for international recruitment and the job hubs.

Working in this role, you will share good practice and work together to promote high standards of social care, to influence policies and decision makers to transform the lives of people drawing on care and support. You will identify issues that require cross-borough attention and London level work in your portfolio.

You will lead on all aspects of the London region response to international recruitment. For example you will coordinate the notifications of suspensions and revocations of care providers. You will manage a shared mailbox for people who have lost their certificate of sponsorship and who want support to find another care role, working closely with the sub regional job hubs. You will act as a key point of contact for the UKVI and the Department of Health and Social care on international recruitment in London. You will work with other regional leads as required. You will develop resources on pastoral support. You will coordinate the London partnership for international recruitment and work closely with the lead Director of Adult Social Care. You will work with care providers across London to promote ethical recruitment practices.

You will contribute to the overall leadership of the London ADASS team which will include representing London ADASS at regional and national meetings. You will act as a key link for the London ADASS branch ensuring the branch are sighted on issues and challenges that arise in regional and national meetings.

In this role you will be required to support and lead change programmes and service redesign. This may include working with residents and stakeholders to co-produce services and plan. You will need to analyse and interpret complex data and facts, and research best practice. You will use this knowledge creatively to deliver the London ADASS work programme.

As part of the London ADASS team, you will promote collaboration and flexibility, to ensure that London ADASS meets its implementation plans and priorities within available resources and responds effectively to new or changing requirements. It is a small team, and there is an expectation that all team members will at times cover for each other and there is a need to work flexibly across London ADASS's work programme.

About you

You will be a strategic thinker who identify opportunities for positive change in a complex and challenging environment. You will be committed to promoting equality, diversity and inclusion and integrate that into all the work you do.

You will have expert knowledge of the adult social care system, services and policy environment. You will have a good knowledge of programme and project management methodologies. You will have significant experience of working in adult social care at a senior level, and/or led complex, high-profile and cross-cutting programmes of work. You will have an expert level of understanding of programme and project methodologies. You will be able to develop evaluation frameworks to effectively evaluate strategies and projects in the programme.

You will have experience of working with a wide range of partners to achieve outcomes – including those with lived experience of adult social care. You will be able to operate effectively in a complex, ambiguous and changing landscape engaging constructively with a range of stakeholders with a high level of autonomy.

You are an excellent communicator, able to present complex issues clearly and concisely both orally and in writing. You are able to work on multiple projects, organise and prioritise your time. You are able to balance competing demands, meeting deadlines and targets and being appropriately accountable. You will have a good level of numeracy and the ability to interpret activity, performance and financial data. You will be able to lead engagement with people who draw on care and support to develop strategies and projects in an open and inclusive way.

You will have excellent leadership skills and experience of managing and developing people.

Work Environment:

This is a hybrid role. You will need to work in the office for some of the working week particularly when there are team days and meetings.

People Management Responsibilities:

You will be expected to line manage a range of staff who are likely to be working on short term projects in the team, some of whom may be ex directors of adult social care.

Relationships

The post holder will be required to develop and maintain relationships at senior levels across London, including directors of adult social care and other senior leaders, as well as a range of partners in the NHS, central government departments and national organisations. The post holder will work closely with members of the London ADASS team, the London ADASS steering group (the executive group for the branch) and the branch meetings. You will nurture key relationships and maintain networks internally and externally, including national networks and may chair and/or attend various London and national working groups representing the London ADASS as appropriate. You will regularly, communicate and present complex information to a wide range of stakeholders in a way that builds understanding and support across the system and supports collaborative working across all relevant partners.

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.

Flexible working

We recognise the importance of a healthy work life balance and support flexible working where possible. Working from home is balanced with time in the office to connect with colleagues, collaborate on projects and work with our communities and partners.

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,