

# LOCALITY LEADER

**Salary Range: £59,759 - £69,584**

**Grade: Level 5 Zone 2**

**Location: Family Hubs**

**Contract: Fixed term/ Secondment for 6 months**

**Reports to: Jane Hutcheson**



# About the role

*Please use this space to describe the role and main purpose of the job in a short paragraph rather than lists and think about how the role helps Camden and its residents*

*This is a fantastic fixed-term or secondment opportunity within the Early Years and Family Hubs service. In this role, as an experienced strategic manager, you'll provide leadership to help shape and grow family hubs and build strong partnerships. You'll focus on integrating services and planning inclusively for families with children aged 0-19 (or up to 25 for those with SEND). A big part of your work will be leading "start for life" services, supporting families through the first 1001 days as part of Camden's Best Start strategy. Reducing inequalities and improving access for families facing the greatest challenges will be central to your role.*

# About you

## Experience

- *Experienced manager with a strategic approach to service design and delivery.*
- *Shape and guide the development of Early Years and Family Hub Service plans and design.*
- *Provide high-quality leadership across the locality to improve children's outcomes.*
- *Build family hubs as trusted, welcoming community spaces for support.*
- *Lead "start for life" services for early support, especially within the first 1001 days.*
- *Ensure family hubs support co-location of professionals and expand services for school-aged children.*
- *Oversee multiple work streams and change programs, optimizing resources.*
- *Build partnerships to deliver accessible, inclusive family hub services.*
- *Use data and community insights to meet local needs and increase service uptake.*
- *Engage in co-design with families and partners to address priority needs.*
- *Lead contract management, ensuring compliance with regulations and agreements.*
- *Promote services with clear, accessible information for families and staff referrals.*
- *Focus on prevention, early identification, and safeguarding across services.*

## You have

*List out the qualities you want someone to have in this role i.e.*

- You should be able to lead with a clear vision, inspiring staff and partners to contribute to the long-term success of family hub services.
- You are a strong communicator and have the ability to communicate at different levels as you'll be delivering presentations to people across the organisations.
- You must have resilience and a calm manner as you are likely to deal with difficult conversations.
- You are able work well in a team.
- You must have solid budget management skills to oversee significant service expenditure and ensure resources are used effectively.

# What You'll Achieve

- Enhanced strategic leadership skills - gained confidence and capability in guiding complex, multi-agency service planning and delivery, becoming a stronger and more effective strategic leader.
- Expanded partnership-building abilities and able to develop robust relationships with diverse stakeholders, improving skills in collaboration, negotiation, and consensus-building across agencies.
- Improved data-driven decision making with an increased ability to use insights creatively to address challenges and adapt services.
- Deeper community insight and profound understanding of community needs, especially those of vulnerable families, enhancing empathy and effectiveness in tailoring services to make meaningful impact
- Broadened perspective on early intervention impact on children's outcomes, reinforcing a commitment to advocacy for family and community support services.
- Increased confidence as a community leader

## Other important information...

### **People management**

*Locality Leaders will have direct management responsibility for between six and eight managers/staff*

### **Work environment**

*Locality Leaders are based in a designated Family Hub but are required to travel and sometimes work in a range of buildings such as 5PS, nurseries, health centres, schools and community centres. The role requires working in a complex multi-agency environment across organisational boundaries, with different professional groups and families.*

### **Who you will be working with**

*You'll be joining a team of experienced Locality Leaders and reporting to Jane, Operations Manager. You'll also work closely with colleagues in Health services, e.g. GPs, midwifery, health visiting, school nursing, CAMHS, SEND, Good Work Camden, Voluntary sector and Faith organisations, Nurseries and schools, PVI settings and Other Council departments and services e.g. public health, housing, social work and libraries.*

### **The application process**

*Successful candidates will be invited to a 60-minute competency based interview.*

# Who we are

## 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 those of other non-white ethnicities, those who identify as LGBT+, neurodiverse and disabled people.

## 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.

## Asking for Adjustments

Camden is committed to making our recruitment practices 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](mailto:resourcing@camden.gov.uk)

