

# Senior Participation Officer

**Salary Range: £48,969**

**Grade: Level 4, Zone 2**

**Location: 5 Pancras Square**

**Reports to: Shahaduz Zaman**



# About the role

We are looking for a participation practitioner with substantial experience, who can help us to strengthen community voice and ensure we are working alongside residents to drive the design and shape neighbourhoods and services.

In this role, you will support the organisation to connect with the wealth of social capital already in the borough, developing a greater understanding of informal community networks and organisers and breaking down barriers to involve and inspire citizens who may not have participated before. You will help develop and deliver new approaches to bring citizens closer to service design and decision-making. You will champion and enable citizen social activism across the borough and support the Council to be able to connect and work collaboratively with local people.

You will work closely with organisations who 'Make Camden', working with partners to come together with citizens to develop new solutions to tackling complex social and economic challenges and defining clear and defined calls to action around areas of mutual interest.

You will help people to think and work differently to test new approaches and pivot where needed. You will create space for people to share and apply lessons learned and support organisations and teams across the Council to accelerate, embed and scale up approaches where it makes sense to do so.

You will manage resource on individual projects for which you are the Project lead.

Further information about We Make Camden - [About – We Make Camden](#)

# About you

You will have significant experience of delivering deliberative engagement, participation and/or social action which have brought citizens closer to decision making.

You will work closely with organisations and people who 'Make Camden', to come together with citizens to help develop new solutions to tackling complex social and economic challenges and defining clear calls to action around areas of mutual interest.

You will need to align and enable staff, members, partners and citizens to deliver We Make Camden.

You will need to understand the organisational and political context to help ensure we position new strategies and programmes effectively within this context. This will help you to spot and take up opportunities and to understand the complexities of collaborative working through a variety of different models.

# The things you'll achieve

## **Experience**

- Demonstrable political awareness and knowledge of strategic challenges facing Camden.
- Significant experience in taking a lead role in participation and social action programmes which have brought citizens closer to decision making and/or resulted in improvements to wellbeing.
- Significant experience of building strong relationships and working across community networks and bringing people together to tackle issues and deliver impact.
- Experience of being able to effectively plan and prioritise work.

## **You have**

- Understanding of and commitment to We Make Camden – its values and its outcomes.
- Knowledge of participatory methods, involving resident's in decision-making and enabling social action.
- Expertise in being able to understand, analyse and evaluate a range of data and insights to solve complex problems
- You will be able to communicate at different levels and work across teams and departments to enable greater resident involvement and participation.

# Other important information...

## **People management**

The post holder will be required to manage staff on individual projects for which they are the Project lead.

## **Work environment**

The role will be hybrid working - you'll work from our main offices, 5PS, in Kings Cross and be expected to work at least one day a week in Camden. However, on occasions you will be required to work in Camden and in our communities, more than one day a week, depending on project demands.

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

You'll be joining a forward thinking, high performing team of participation experts and reporting to one of our Participation Leads. You'll also work closely with staff from across the organisation and partners, including community and voluntary and community sector organisations.

## **The application process**

Application form, a 10-minute interview presentation task followed by a 45 minute 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)

