

# Principal Participation Officer

**Salary Range: £53,857**

**Grade: Level 5, Zone 1**

**Location: 5 Pancras Square**

**Reports to: Shahaduz Zaman**



# About the role

We're looking for a participation expert who can help us to strengthen community voice and embed a participatory approach into design and decision making. You will be knowledgeable and experienced in developing and delivering deliberative engagement and in supporting and enabling organisations to share power and develop solutions with citizens and communities.

You will develop an understanding of informal community networks and organisers and connect with the wealth of social capital already in the borough. You will break down barriers to involve and inspire citizens who may not have participated before. You will lead on the development and delivery of participation and engagement approaches which support the organisation to share power and take a deliberative approach.

You will work closely with organisations who 'Make Camden', working with our anchor institutions and businesses to come together with citizens to develop new solutions. You will need to understand the organisational and political context to ensure we position our approaches effectively within this context. This will help you to be able to spot and take up opportunities and to understand the complexities of collaborative working through a variety of different models.

You will look for opportunities to test and learn and will enable and inspire sustainable citizen action. You will support and enable the Council to bring people from different backgrounds together, increasing opportunities to connect and support each other and work together to improve local areas.

You will lead on work with high levels of complexity or risk that result in change to service delivery. 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 be a natural collaborator, who is experienced at working across organisation barriers to enable positive change for our communities. You will align and enable employees, members, partners and citizens to deliver We Make Camden.

You will have expertise in leading large-scale deliberative engagement, participation and/or social action programmes which have brought citizens closer to decision making. In this role, you will work with colleagues across the organisation to test and learn new approaches to deliberative engagement and decision making and new ways of working with citizens. You will be comfortable in navigating ambiguous situations and imaging how things could be done differently to achieve real change for Camden residents.

You will work closely with organisations who 'Make Camden', working with our anchor institutions to champion citizen participation and come together to develop new solutions to tackling complex social and economic challenges.

You will create space for people to share and apply lessons learned to help others improve their activities. Most importantly, you are passionate about how we can work with citizens and communities to find the best possible solutions to complex challenges.

# The things you'll achieve

## **Experience**

- Demonstrable political awareness and knowledge of strategic challenges facing Camden.
- Expertise in designing and leading large-scale participation and deliberative engagement (for example, Citizens' Assembly, Participatory Grant Making, Participatory Budgeting etc.) which have brought citizens closer to decision making and/or resulted in improvements to wellbeing and tackling inequalities.
- Expertise in building strong relationships and working across community networks and bringing people together to tackle issues and deliver impact
- Expertise in being able to understand, analyse and evaluate a range of data and insights to solve complex problems

## **You have**

- Understanding of and commitment to We Make Camden – its values and its outcomes.
- Expert 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 challenge, communicate at different levels and work across teams and departments to shift approach in line with 'The Way We Work'.

# 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)

