

Job Profile Information: Conservation Team Manager

Job Title: Conservation Team Manager (within the Development Management Service)

Job Grade: Level 5 Zone 1

Salary Range: Starting Salary £53,857, rising to £61,470 through annual increments (subject to performance).

This document is for use during recruitment, setting objectives as part of the performance management process and other people management purposes. It does not form part of an employee's contract of employment.

About Camden:

Camden has a proud, rebellious spirit that throughout its history has seen communities come together to tackle problems, and to bring about real social change. We are cutting-edge, challenging, vibrant and diverse - at Camden we are committed to excellence in everything we do. With around 4,000 staff, our aim is to recruit and develop talented people who will focus on our customers, take responsibility, work together and find better ways of doing things. Our staff are at the heart of delivering our objectives: we will need to transform the way we do things and work in new and different ways to achieve this. We don't just want people to fit into a Camden job - we need people who share our values. We recruit for attitude and develop for skills. To deliver the best services to our residents, we need the best people working for us to make a difference to our communities. Camden is committed to safeguarding and promoting the welfare of vulnerable adults, children and young people and expects all staff and volunteers to share this commitment.

Camden and our partners have continued to deliver for Camden by investing in our communities and public services. Services and organisations that we believe are vital in creating a borough that is fair and equal. The pandemic emphasised the need to make it easier and more affordable for everyone to stay healthy and to access food, education, good housing, and well-paid work. And we must do this in a way that helps us meet our ambitions to be a zero carbon borough by 2030. This will mean transforming the way we live, work, travel, learn, and work, building on the work of our Citizens Assembly on Climate Change and the grassroots community climate activism in Camden.

The pandemic saw the importance of accessible local high streets, community connections and clean, green local space. Camden's pandemic response saw our schools play a vital role as our children and young people experienced deep destabilisation – to their learning, socialising, their ambitions and ideas for their futures. We saw the impact of insecure, low paid work as many were left without a safety net. Our economy needs to change to one where everyone is able to access the security of good work.

The last few years have seen Camden put its full weight behind tackling structural injustice and racial inequality, and to being an anti-racist borough. The disproportionate impact of COVID-19 on our Black, Asian and other ethnic communities and the Black Lives Matter movement have reinforced the strength of our belief that racism, misogyny, and gender-based discrimination, ableism, homophobia, and transphobia have no place in Camden and we will do all we can to tackle both individual prejudice and systemic injustice in our communities.

[We Make Camden](#)

About the Role:

Camden has an extremely rich and varied heritage including 5600 buildings listed due to their national and international importance and 39 conservation areas. This incredible legacy has been enhanced through the development of high quality contemporary development.

The post holder will be an experienced conservation and design professional with the motivation, initiative and leadership skills to manage a conservation team. Pressure for development in this tightly constrained borough is high and the post holder will need to ensure that the team are balancing the need to preserve and enhance the historic environment, whilst embracing and supporting the delivery of the next generation of design excellence and architectural style, sustainability objectives and delivering good growth. The post holder will need to work closely with the Urban Design Team in Place and Design, collaborating and creating a cohesive design and conservation service within planning.

The post holder will be responsible for managing strategic conservation and heritage related projects including ensuring regular reviews of conservation area statements, tackling heritage at risk, updating the local list and considering the use of Article 4s where appropriate. They will also be required to build a positive working relationship with Historic England, the Conservation Area Advisory Committee's (CAACs) and the Council's Heritage Champion. The post holder will also be responsible for ensuring the smooth running of the day to day work handled by the team which includes providing formal observations on some planning/listed building consent applications, the determination of listed building consent pre-apps and applications handled by the team within the statutory time-period, providing a conservation surgery and conservation and heritage training to planning officers.

As well as demonstrable technical and management abilities, the post holder will have passion and energy for their profession, strong communication skills, a commitment to delivering excellent customer service and achieving the best outcome for residents through the delivery of high quality schemes.

- The post holder will be required to work strategically and to build relationships across the council and externally.
- The post holder will be an expert point of reference on heritage legislation and Camden's planning policies and procedures.
- The post holder will be required to empower staff and the service to make decisions and feel confident in their knowledge and ability.
- The post holder will ensure the provision of a responsive, high performing and high quality Development Management Service.

Example outcomes or objectives that this role will deliver:

- Development Management is a high performing service where data underpins performance management and service improvement priorities, and is used to drive up productivity of the service.
- A modernised Development Management service which makes use of digital solutions to ensure the provision of efficient customer focused services.
- Delivery of a value for money pre-application service, which generates income to support the ongoing delivery of development management functions.
- A dynamic and influential conservation team.
- A team of empowered officers who are equipped with the skills and confidence required to navigate Camden's planning governance structures.

- Support and manage staff within the team, ensuring that they maintain a good level of performance and are supported in their career development.
- Effective negotiation, stakeholder involvement and conflict resolution to ensure the delivery of high quality and innovative outcomes that reflect Council wide priorities and policies.
- Development Management decisions which comply with relevant legislation, statutory and other Council plans, policies and guidelines that can be robustly defended in planning appeals as necessary.
- Reports, correspondence, written and telephone enquiries and complaints dealt with within target response times and of a quality and content that meet required standards.
- Build a positive working relationship with the Historic England, CAACs and Heritage Champion.
- Providing expert conservation advice to members at Planning Committee.

About You:

As the most senior Conservation professional within the Council you will have an important role to play in ensuring that conservation is valued and that decisions made by the organisation balance the need to preserve and enhance the historic environment whilst also delivering on other key strategic objectives including providing new homes, jobs and a built environment which tackles and is adaptable to climate change.

Qualification:

Graduate degree in building conservation or equivalent, or a postgraduate master's degree or diploma, and be eligible for the IHBC (Institute of Historic Building Conservation) or another relevant professional body.

Technical Knowledge and Experience:

- Knowledge and understanding of legislation and national and local heritage policy.
- Excellent analytical skills with the ability to strategically assess issues and challenges to come up with creative solutions.
- Excellence in customer care and an understanding of the role of local government in supporting residents.
- The ability to work independently and with credibility in order to build relationships with members and officers across the council and externally as appropriate, to support the delivery of improved development management services.
- Highly organised, with the ability to plan and effectively manage projects of varying to scale, to time and to budget.
- Substantial experience of working on historic building conservation in the planning field.
- Understanding of urban design and architectural issues relating to the promotion of good design.
- A proven track record of providing a lead role on highly complex, politically sensitive planning, regeneration and conservation issues to deliver a good outcome.
- Experience of management or coaching and mentoring professional staff and ensuring the quality and output of a team.
- Ability to work as part of a management team to deliver a high performing and responsive service in challenging development contexts.
- A good understanding of the impacts of planning on people and the environment and a commitment to the delivery of inclusive growth which supports businesses and communities, reduces inequality, improve lives and the built environment, and tackles climate change.
- Good communication skills, both written and verbal, and able to demonstrate the ability to convince officers at all levels of the organisation and members about the benefits of conservation projects.

- A high degree of political awareness, including experience of working with publicly elected representatives.

Work Environment:

The role will involve hybrid working with a mix of office based working (in 5 Pancras Square, King's Cross) and home working. You will be expected to have one to two days in the office per week with your team, but you will take a flexible and adaptable approach. You must be willing to attend evening meetings if required (including planning committee).

People Management Responsibilities:

Team manager is responsible for the line management of 5 FTE conservation officers (1 x Principal Conservation Officer, 3 x Senior Conservation Officers and 1 x Conservation Officer).

Relationships:

The post holder reports to the Head of Development Management and works closely with the Strategic Lead Place and Design and the Urban Design Manager to deliver the planning service.

Significant working relationships include:

- Councillors
- Senior managers across the council
- Planning teams in particular Development Management, Place and Design, and Planning Policy.
- ICT and finance services
- HR
- Major landowners, developers and applicants
- Residents and amenity groups including the CAACs
- Historic England

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 other ethnic groups, those who identify as LGBT+, neurodiverse and disabled people. Click [Inclusion and diversity - Camden Careers - Camden Council](#) for more information on our commitment.

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,

Chart Structure

