

Role profile - Policy Designer

Salary: £53,857

Grade: Zone 5, Level 1

Term: 12-month fixed term

About the Policy Designer role:

As a Policy Designer, you will lead projects and be part of a team that are at the cutting edge of design thinking in Camden, developing policy and projects with residents that lead to change on the ground.

We're looking for curious, analytical and creative people who want to develop leadership skills and bring together different disciplines to work towards a shared goal. Curious to understand what's really at the heart of a problem, and about other people's experiences and perspectives. Humble in recognising what they don't know and expert at working with others with different knowledge and expertise. And flexible to change their approach as they learn more, to test things out and adapt what doesn't work.

You will work in the [Strategy & Design](#) team. Collectively with service areas, the work of the team spans the whole breadth of Council's remit with a current focus on preventative health and social care, creating thriving communities for our social housing tenants, and proactively supporting those experiencing financial hardship.

We champion new and different ways of solving problems, promote inclusive and equitable approaches within strategy and policy design, and create a culture of continuous learning to ensure that we achieve the outcomes that meet the needs and expectations of both our residents and staff in a sustainable way.

About the skills & mindset the Policy Designer will nurture and hone to thrive at Camden

The Policy Designer will establish themselves as an expert in bringing about genuine people-centric, design-led change by:

- **Supporting decision making with data and evidence:** Bringing together different types of evidence and insight – with a particular focus on lived experience – to develop a shared understanding across different levels of the organisation. Articulating and holding the problem space and framing

opportunities to act as well as steering change through governance and decision-making processes.

- **Designing approaches to create change:** Helping to develop the organisation's approach to an issue, considering the council's policies, services and other potential interventions – working with partners and communities. Moving between high-level policy outcomes and detailed delivery decisions, finding opportunities to test and experiment approaches early.
- **Developing design practice in policy:** You will help develop our inclusive design practices, helping build the capability of other services and teams across the organisation and look for opportunities to learn from peers in the sector.
- **Being a strong communicator:** Working with teams to create clear, evidence-based cases for change, project briefs, and briefings for a variety of stakeholders. Your role as a facilitator and convener will be essential in steering groups towards a shared goal and building strong relationships across the organisation.

This post requires a positive attitude, the use of initiative, and the ability to adapt to changes. The postholder will be encouraged to work in an innovative and creative way that puts people at the heart of our work and the postholder will need to engage regularly with their line manager and team members to determine the most purposeful, priority work and assignments to be carried out and the relevant relationships to be formed to enable this.

About you:

You will have a creative, problem-solving mindset and be comfortable with working on complex ideas and issues where there's no easy answer. You have a bias for action and are comfortable designing experiments to test ideas quickly, focusing on making change happen on the ground. Some of the skills and mindsets we value:

- **Strategic mindset:** You have experience leading multidisciplinary strategy and policy development initiatives, providing clear direction and ensuring high quality outputs and deliverables. You're comfortable working with senior stakeholders to manage expectations and bring them alongside the project journey.
- **Strong relationship building skills:** You will be comfortable working within a complex, political environment. You're able to empathise with people, building consensus towards a common goal and navigating relational dynamics at different levels in the organisation.

- **Great communicator and problem-solver:** You have experience in framing a problem, understanding the different trade-offs and perspectives involved. Synthesising different types of evidence, you are able to communicate this understanding in a way that everyone can understand. You help colleagues see their services from a resident's point of view and bring insights and ideas in a way that everyone can understand.
- **Inclusive approach to policy design:** You consciously think about how to include all kinds of people and community groups in appropriate participatory and community-led design activities to understand how we can transfer power to people as part of the design and delivery of solutions.
- **Bias towards learning fast through testing:** You have some experience designing experiments to test assumptions & ideas quickly, particularly in areas of complexity such as policy development, and iterate proposals based on feedback and learning.
- **Strong facilitator:** You will be great at bringing people together and facilitating group conversations, and making design ideas engaging, relevant, understandable and actionable for different audiences.

Working at Camden

- 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.
- At Camden we are proud to be one of [Hire Me My Way](#)'s inaugural campaign supporters. Hire Me My Way is a national campaign led by Timewise, designed to increase the volume of good quality jobs that can be worked flexibly in the UK. Hire Me My Way aims to triple the number of available good quality flexible jobs to 1 million by 2020.
- The postholder will need to work some part of each week in the office (5 Pancras Square, London, N1C 4AG) as determined in regular discussions with their line manager and project teams.
- As well as working with members of their relevant team, the postholder is expected to develop and maintain effective and constructive relationships with colleagues

across all parts of the Council, including Council leadership and Heads of Service, as well as Camden residents and other members of the public.

- The postholder will need to work some part of each week in the office (5 Pancras Square) as determined in regular discussions with their line manager and project teams. The postholder will also need to engage regularly with their line manager and others to enable the work and assignments to be carried out and build relationships.
- Some posts at Camden are politically restricted, which means individuals holding these posts cannot have an active political role. For a list of all politically restricted roles at Camden [click here](#).
- This post has no specific line management responsibilities, but the postholder will be required to manage people on individual projects or programmes of work for which they're responsible and may line manage people in the future as the team and work evolves.

Inclusion and Diversity

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're a truly inclusive organisation that encourages diversity in all respects. We particularly welcome applications from Black, Asian and those of Other Ethnicities, LGBTQ+, disabled and neurodiverse communities to help us make a real difference to our residents so that equity, inclusion, and justice remains at the heart of everything we do.

To discover more about Camden and our commitment towards diversity, equality and safeguarding, please visit [our recruitment website](#).

Asking for Adjustments

Camden is committed to making our recruitment practices as accessible as we possibly can for everyone. This includes adjusting or changing the process 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, please contact us on 020 7974 6655, at resourcing@camden.gov.uk or post to 5 Pancras Square, London, N1C 4AG.