

Job profile: Strategy and Change Principal Officer

This job profile for Strategy and Change Principal Officer is for guidance and must be used in conjunction with the Job Capsule for Corporate Services, Strategy, Policy and Governance level 5

Job Family: Strategy, Policy and Governance

Job Zone: Level 5

Salary Level: Zone 1

It 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.

Role Purpose:

- To lead strategy, policy, improvement and transformation in key areas of work across the organisation – including driving and supporting the cross-cutting council-wide outcomes approach.
- This role is specifically to provide policy and strategy support to the Director of Development and the Director of Resident Safety, in two key areas of the Council's work in housing and development:
 - The Community investment Programme (CIP)
 - A new approach to resident safety, following Camden's response to the Grenfell Tower fire
- To Support the development and implementation of a strategy to fund and deliver future CIP projects.
- To ensure CIP projects are aligned with emerging Council priorities for housing feeding into the new Camden Plan.
- To lead on public affairs and influencing to secure regional and national government support for CIP.
- To support the new Director of Resident Safety to develop a new approach to resident safety and influence national policy and debate on safety.
- To lead on work with high levels of complexity or risk – including a range of projects to bring about effective and positive change across the organisation.
- To work in a variety of disciplines and environments across the whole organisation to deliver corporate and directorate priorities.
- To make intelligent use of data and research to measure and understand outcomes, inform decision-making and shape and improve service delivery.

Example outcomes or objectives that this role will deliver:

The post holder will work flexibly to deliver the purpose above. Key outcomes will include:

- Government support secured to help deliver new CIP projects aligned to the Council's housing priorities.
- Including demonstration projects using innovative construction methods and/or delivering new forms of intermediate housing, or housing for older people.

- New resident and leaseholder led Safety Working Group set up to ensure residents voices are at the forefront of our new approach to safety.
- Development of innovative and effective policies and strategies to achieve key corporate priorities and outcomes
- Successful engagement with the political and senior leadership of the organisation, as well as residents and partners as appropriate.
- Significant contribution to evidence-based policy making through effective use of research and intelligent use of data and information.

People Management Responsibilities:

This post has no specific line management responsibilities but the post holder will be required to manage staff and resource on individual projects or programmes of work for which they are responsible.

Relationships:

The post holder will be largely self-managing with personal management and development carried out within the service.

The post holder will be expected to develop and maintain relationships at senior levels across the organisation, with elected members as appropriate, partner organisations, government departments and customers as dictated by the projects, roles and tasks they will be carrying out. The post holder will also actively seek to make effective relationships with colleagues across the Strategy and Governance family.

The post holder will work particularly closely with directors and heads of service in the Housing and Development divisions – including the Director of Resident Safety.

Work Environment:

The post holder may be required to work in a variety of teams and workplaces.

Technical Knowledge and Experience:

The post holder would be expected to have substantial experience of working in one or more of these areas and the ability to gain an understanding and knowledge of a number of others:

Essential

- Strong understanding of, or ability and willingness to quickly grasp, current Government housing and development policy
- Strong communication and report writing skills
- Ability to analyse and understand a range of information and data
- Proven work ethic and initiative
- Ability to effectively use a wide evidence base to solve challenging problems
- Innovation and future thinking
- Project and risk management

- Ability to write clearly and succinctly for a number of different audiences

Desirable

- Strong understanding of ways to develop approaches to influencing national and regional policy, and developing impactful approaches to public affairs.
- Experience and/or understanding of local government
- Experience of resident engagement
- Strategic and financial planning, development, implementation and monitoring
- Data, research, performance management and monitoring – ability to handle large datasets
- Support for inspection
- Experience of session facilitation

Qualifications

- No specific qualification is specified. The post holder must have experience commensurate with the requirements of this post.

Camden's Five Ways of Working

In order to continue delivering for the people of Camden in the face of ever-increasing financial pressure, we need to transform the way we do things. We call this the Camden Way. The Camden Way is a key part of our transformation strategy often referred to as the transformation triangle that links the Camden Plan, the Camden Way and the Financial Strategy.

The Camden Way illustrates the approach that should underpin everything we do through five ways of working:

- Deliver for the people of Camden
- Work as one team
- Take pride in getting it right
- Find better ways
- Take personal responsibility

For further information on the Camden Way please visit:

<https://camdengov.referrals.selectminds.com/togetherwearecamden/info/page1>

For this role, the expectation is that the candidate delivers examples set out against **Category 4** of the Camden Way.