**Job Profile Information:** **Energy Efficiency and Performance– Team Leader**

**This supplementary information for Energy Efficiency and Performance– Team Leader is for guidance and must be used in conjunction with the Job Capsule for Job Level 5 Zone 2, Camden Way Category**

**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:**

The delivery of energy efficiency and heat metering projects in line with government policy, legislation and sustainability targets. Researching and promoting innovation and best practice to lead the delivery of projects and secure grant funding.

The key commitments of the team are:

* Make warmth affordable for all council tenants and leaseholders by improving the efficiency of services such as heating and electricity and encouraging behaviour change
* Make homes more energy efficient by insulating walls, lofts, floors, accessing grant funding, installing solar PV and trialling new technologies
* Reduce the carbon footprint of council and leaseholder homes in order to meet Camden’s targets for carbon reduction and contribute to world-wide global warming targets
* Comply with national legislation by installing building-level meters to all district heat networks by 2020 and expand the consumption metering programme through existing programmes

**Example outcomes or objectives that this role will deliver:**

Service Delivery

• Deliver heat metering projects, in close collaboration with the Development, Rents and Billing and IT teams

• Develop and deliver energy efficiency projects including external wall insulation, cavity wall insulation and renewable energy projects

• Identify and develop innovative solutions to fund and deliver energy efficiency and renewable energy projects

• Work with the M&E capital works team to develop the heating policy, the communal heating programme and maximise the opportunity for district energy networks

• Develop the programme funded by the heating pool to improve the efficiency of the Council’s communal heating networks

Service Development

• Accountable for the ongoing review and adaptation of strategy and sustainability programme targets to meet changing business, economic, legal and demographic needs.

• Develop and embed service standards and approaches to delivery that will achieve the Council’s sustainability aims and targets.

Strategy Development

• Develop energy efficiency and metering strategies and programmes as an integral part of the division’s Asset Management strategy

**People Management Responsibilities:**

• As a team leader, model Camden’s values and embed a clear vision for the team, making clear their contribution to corporate aims and balancing task, team and individual responsibilities in a way that increases the efficiency, professionalism and value to the Council of the Energy and Efficiency team.

• Act as a role model for collaborative working, bringing stakeholders together to identify solutions to complex problems

**Relationships;**

• Manage, maintain and develop relationships and ensure close partnership working with key stakeholders to contribute to shared understanding and engagement to further the Council’s objectives.

**Technical Knowledge and Experience:**

SKILLS

* Ability to build positive working relationships and work in partnership with key stakeholders
* Highly developed verbal and written communication skills
* Ability to see the ‘bigger picture’ as well as attention to detail
* Evidence of business acumen
* Budgetary and financial management awareness.

EXPERIENCE

* Experience of strategic planning and policy development
* Track record of delivering service plans and objectives on time and within budget
* Experience of programme management
* Experience of complex project/contract management
* Experience of delivering environmental sustainability initiatives with tangible results
* Experience of managing and motivating a team, maximising individual and team potential
* Track record of improving customer care and performance
* Experience of working effectively with politicians, providing balanced advice and guidance on strategic and operational issues.
* Experience of community engagement and consultation
* Experience of partnership working
* Evidence of working effectively with active tenants and leaseholders
* Experience of leading and successfully delivering change.

**Camden Way 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 which links the Camden Plan, the Camden Way and the Financial Strategy together.*

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>