**Tier 3: Head of Inclusive Economy (Regeneration and Planning)**

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| Supporting Communities Directorate: summary of directorate purpose |
| The ‘Supporting Communities’ directorate will be focused on creating the conditions for people to lead high quality and fulfilling livings in healthy, safe and resilient communities. Enabling a vibrant local economy creating an attractive, clean and safe environment and providing a range of leisure and recreational services are all part of this. This directorate will also be responsible for maintaining and developing our buildings and physical assets which also affect people’s quality of life. |

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| Leadership Family Purpose: |
| The Supporting Communities Family is made up of employees who are focused on delivering the specialist professional business services required by any organisation, irrespective of industry sector, that enable those in frontline services to deliver to customers in an efficient manner, within a professional business framework. All employees in this family work at a professional level within their respective discipline. They have a body of theoretical and practical knowledge commensurate with part or full qualification of a relevant professional body. With the exception of the leadership family, their most likely career path is within their own discipline. |

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| Tier 3: Job summary (common to all Tier 3 jobs): |
| These are Head of Service or Specialist Expertise jobs whose primary activity is determining the strategic direction of the organisation and leading the policies, activities and service improvements required to deliver the strategy. Employees in this family have progressed to a level in the organisation that is beyond the top of their original professional discipline. They operate at a directorate, divisional or service level, beyond the level of the specialist or technical team. They are required to think at a conceptual level and to own and implement the corporate strategy. |

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| Tier 3: common accountabilities: you have specific responsibility for an area of focus within a designated directorate as well as corporate responsibilities as follows |
| * Advise the Tier 2 post-holder(s), Council and Members on all aspects of the services the post holder is responsible for and support the administration in the delivery of its priorities, with a particular focus on the services the post-holder is accountable for / has strong links to.
* Demonstrate a wide understanding of the national and local political environment, used to influence the thinking and direction of stakeholders.
* Create a culture of accountability, ensuring delivery to agreed outcomes. They will identify talent and develop capability to ensure a highly skilled, committed and motivated workforce.
* Create the conditions for effective collaboration between stakeholders by establishing relationships and building trust and rapport in order to build a shared sense of purpose across Camden, unlocking the borough’s collective resources for the benefit of all.
* Be ambitious, challenging and innovative in their approach to driving high standards, quality and value for money. They will empower others to be courageous and try new approaches in order to improve services and outcomes for customers.
* Scan the environment and seek out the latest thinking, tools and technologies across all sectors.
* Be authentic, inspirational and engage others through their personal leadership and ability to make the Council’s vision meaningful to all.
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| Tier 3: how does this role differ from a Tier 2 role |
| * Requiring applied and theoretical knowledge, and an ability to work out problems or devise new approaches from first principles. This tier is normally associated with a professional or academic qualification or gained through a detailed grasp of involved practices and procedures.
* Development and integration of a major service or group of services which have a significant impact across the local authority or the central co-ordination of strategic functions which support the delivery of all local authority service
* Influencing, developing and changing the motivation and behaviour of people are frequently and regularly required, and are central to the achievement of objectives.
* These roles require thinking within clearly defined policies, principles and specific objectives, under readily available direction from senior management. Differing situations requiring the identification and selection of solutions through the application of acquired knowledge rather than; situations requiring analytical, interpretative and/or constructive thinking and a significant degree of evaluative judgement.
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|  **Job specific accountabilities** |
| * Develop and lead the Council’s strategic approach to Inclusive Growth, developing a vision and programme of delivery which will enable the Council, partners and citizens to make a demonstrable impact on levels of unemployment, in-work progression, reducing in-work poverty and the economic well-being of Camden residents.
* Lead the development of innovative employment initiatives
* Ensure that Inclusive Growth becomes a whole Council endeavour, building and reinforcing strong connections to education, early years, public health, adult and children commissioning, and relevant corporate services including HR and procurement.
* Ensure that our inclusive growth initiatives are based on strong data and evidence embodying an approach based on robust user research and co-design with citizens, partners, and frontline staff.
* Develop clear strategies for ensuring that the shared endeavour approach and new models of participatory engagement are baked into all of the inclusive growth work in the directorate.
* Develop and lead Inclusive Growth activity in an open and transparent way, encouraging early and ongoing collaboration with Members, citizens and partners
* Seek to influence national public sector service reform as it relates to inclusive growth, enabling the Council to lead coalitions to advocate for reform of the employment, skills and benefits system.
* Lead and drive forward the long term strategic and corporate approach to economic development in the borough, promoting excellence and innovation to deliver measurable community benefits, allowing businesses to thrive.
* Develop strategies & plans that promotes Camden’s distinctive place at the heart of a global city, so that we can expand good quality jobs in key growth sectors and connect local people to these opportunities.
* Lead the Council’s work to ensure that our strategic relationship with business can deliver positive outcomes for all of our residents including those on low-average incomes so that all residents can share from the benefits of a growing economy.
* Ensure that Camden’s residents can access the new opportunities which the growing Knowledge Quarter, including through Camden’s unique STEAM economy, can provide to mobilise resources to drive skills and careers education.

**Key services managed by this post include:** Economic Development, business growth and relationships, apprenticeships, employment support.**Key partners this post is required to work with:** Local developers and businesses, local and regional partners such as TfL and other parts of the GLA family, Local businesses employers and other stakeholders through the Camden Business Board, Local and sub-regional partnerships such as the Knowledge Quarter and Central London Forward, Regional and national partners such as London Councils |