**Job Profile Information: Senior Policy & Project Officer (Equalities)**

**Level 4, Zone 2**

**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 on aspects of strategy, policy, improvement and transformation in key areas of work across the organisation – including supporting the cross-cutting council-wide outcomes approach
* To support and coordinate 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 assist in the delivery of corporate and directorate priorities
* To make intelligent use of data to measure 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:

* Supporting the development of innovative and effective policies and strategies to achieve key corporate priorities and outcomes
* Successful engagement with colleagues at all levels across the organisation, as well as residents and partners as appropriate
* Contribution to evidence-based policy making through effective use of research and intelligent use of data and information
* Support organisational change, including service review and redesign as required.

**People Management Responsibilities:**

The post has no line management responsibilities but the post holder will be required to manage staff/resource on individual projects for which they are Project Manager and other activities that they may be leading on.

**Relationships:**

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

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

**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:

* Experience and understanding of local government
* 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
* Engagement
* Strategic and financial planning, development, implementation and monitoring
* Data, research, performance management and monitoring
* Support for inspection
* Project and risk management
* Service review and redesign

**Qualifications**

Qualification in a recognised project management or improvement discipline or 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:

<http://www.togetherwearecamden.com/pages/discover-jobs-and-careers-in-camden/working-for-camden/>