**Job Title:** Lead Agile Delivery Manager

**Job Grade:** Level 6 Zone 1

**About Camden**

‘Camden is building somewhere everyone can thrive, by making our borough the best place to live, work, study and visit. Because, we’re not just home to UK’s fast-growing economy. We’re home to the most important conversations happening today. And we’re making radical social change a reality, so that nobody gets left behind. Here’s where you can help decide a better future for us all.

It’s a particularly exciting time to be joining Camden’s digital and data division as we embark on our transformation post-COVID. Having recently secured a substantial future investment and appointed a new CDIO from the private sector, we are now looking for a Lead Agile Delivery Manager to help shape our future.

**About the role**

Reporting to the Head of Digital the role of the Lead Agile Delivery Manager at Camden will facilitate the end-to-end delivery of new digital services - helping multi-disciplinary product teams through the product lifecycle and into continuous delivery and support. The postholder will act as an ambassador, translator and champion for agile delivery and agile software development practice across the council. The role will be responsible for leading the development of an agile delivery community of practice and, working closely with the Head of Digital, building Camden’s capability in this area.

**The role of the Lead Agile Delivery Manager:**

You will take a leading role in the council’s shift to agile ways of working; role model the best of agile delivery wherever appropriate across the council; describe the benefits of agile; continuously coach across the organisation.

The role will lead the development of a community of practice; work across the council and outside to develop your team, the skills within it and engage others in it; work with others to champion cross-functional product delivery.

You will deliver large, complex digital services by being the delivery manager for multidisciplinary product teams. Take responsibility for agile practice in a team; coach other members; remove blockers; deliver a backlog of work in line with user need.

You will lead the delivery of backlogs for complex services, products and programmes of work from inception to first delivery and beyond; from scratch, build an evidenced backlog in line with user need; plan for releasable value cycles and milestones; judge when to move between product phases, seeking judgement from others too; plan and deliver product features in line with business need and operational considerations as well as user need.

You will be expected to perform at SFIA Level 6 initiating and influencing and provide leadership and be responsible for forward planning to future proof the service design. The role has responsibility for budgeting, estimating, planning and objective setting for key strategic products and services and for the delivery team overall.

You will lead team ceremonies across your and other teams, in line with good agile practice. Lead inspection of team practice; ensure a regular cadence of retrospective; review other teams’ work and help them improve; constantly work to optimise flow.

Coaching your and other teams to improve their ways of working, to become more productive and effective will be an expectation of the role.

You will run service standard assessments externally and internally to ensure that what we build meets or exceeds cross-government standards.

You will introduce performance reporting for all services you are responsible for; define success criteria; build user-driven metrics that prove value; automate reporting wherever possible. Act on quantitative and qualitative feedback to improve everything you do.

You will proactively arrange and take part in user research regularly for all services you lead.

You will take a leading role in the introduction of service standards at the council, using the [cross-government service standards](https://www.gov.uk/service-manual/service-standard). Use them not as a barrier but as a way to get better together; undertake and receive peer reviews from other local authorities and central government.

You will manage external technology and delivery partners; be responsible for negotiation of contracts, including changes; work to get best value from our digital, data and technology partnerships.

You will be an open, collaborative and positive corporate leader; take part in corporate initiatives and work constantly with others to make sure digital is woven into the fabric of how the council runs.

You will undertake all duties with due regard to the provisions of health and safety regulations and legislation, Data Protection/GDPR, the Council’s Equal Opportunities and Customer Care policies.

You will perform all duties in line with Council’s staff values showing commitment to improving residents lives and opportunities, demonstrating respect and fairness, taking ownership, working towards doing things better and working together across the council.

**About you:**

You will be a senior delivery professional in an agile environment and will have:

* Knowledge of an ability to use a range of Agile and Lean tools and techniques
* A deep understanding of agile delivery principles, practices and methods.
* A deep understanding of the product centric mindset, user-centred design and service design.
* Demonstratable experience of managing needs analysis through discovery
* Experienced at line managing cross functional and/or delivery teams
* Strong commercial management.
* You will be able to persuade and negotiate with stakeholders at all levels, and lead the communication of team’s remits, priorities and budgets.
* You will have a passion for building diverse teams and communities.

**Work Environment:**

This role is will be office based and the postholder will also be able to work from home.

**People Management Responsibilities:**

You will lead generously, taking on the management function in your team so that the team is clear about their roles and responsibilities.

You will act as the defacto spokesperson for product teams that you work within; clearly communicate with stakeholders about the progress of the team.

You will be the main escalation point for areas of conflict or disagreement within your teams; reach negotiation where people want different things; know where to compromise; ensure the team works as a single unit.

You will engage outside the organisation, promoting what we do; blog as necessary; do public speaking and attend events and community meetups to help us learn. Take an active part in the local government digital community.

You will be an agile coach for the organisation; advocate the benefits of agile delivery; build honest relationships to make sure we don’t agile-wash traditional practice but are genuinely open-hearted to change.

**Relationships:**

Internal at all levels including executive, senior officer, officer and members.

External, including local government, voluntary sector, public, private, membership bodies and professional bodies.

To represent Digital Services and the Council at national and international level.

**Over to you**

We’re ready to welcome your ideas, your views, and your rebellious spirit. Help us redefine how we’re supporting people, and we’ll redefine what a career can be. If that sounds good to you, we’d love to talk

**Is this role Politically Restricted?**

Some posts at Camden are politically restricted, which means individuals holding these posts cannot have active political role. For a list of all politically restricted roles at Camden [click here](http://camdocs.camden.gov.uk/HPRMWebDrawer/Record/8081811/file/document?inline).

**Diversity & Inclusion**

At Camden, we value and celebrate difference and encourage diversity in all respects. Our diverse workforce ensures we represent our communities to the best of our ability and enables us to make better decisions. Because of this, we particularly welcome applications from Black, Asian and those of other non-white ethnicities, those who identify as LGBT+, neurodiverse and disabled people.

**Agile working**

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 ([www.HireMeMyWay.org.uk](http://www.HireMeMyWay.org.uk)). Hire Me My Way aims to treble the number of available good quality flexible jobs to 1 million by 2020.

**Asking for Adjustments**

Camden is committed to making our recruitment practices barrier-free and as accessible as possible for everyone. This includes making adjustments or changes 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, including providing information in an alternative format, please contact us on 020 7974 6655, at [resourcing@camden.gov.uk](mailto:resourcing@camden.gov.uk) or post to 5 Pancras Square, London, N1C 4AG,