**Job Profile**

**Job Title: Supporting People Strategy Team Portfolio Lead**

**Job Grade: 5.2**

**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.

The Portfolio Lead role sits within the Supporting People Strategy Team, working closely with Supporting People DMT and Cabinet members with relevant portfolios. The Strategy team lead major programmes of work that support our vision for a 21st century council that delivers on the ambition of [Camden 2025](https://lbcamden-my.sharepoint.com/%3Aw%3A/r/personal/nick_kimber_camden_gov_uk/_layouts/15/guestaccess.aspx?share=EXzTXrReDZpNmjgU63bY4FEBTUJ14C9LmnXUVMtKbgbGog). This role leads a team, working with the Head of Strategy for Supporting People, helping to deliver the priorities of DMT in terms of the policy direction and transformation agenda for supporting people services, as well as responding to the challenges of a post-COVID world. This combines policy thinking, an understanding of local government and an ability to lead transformation and change.

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**About the role**

The Portfolio Lead will lead a portfolio of strategy, policy and project work which includes the development of an Education Strategy for Camden, the delivery of our Resilient Families Framework, the implementation of our Domestic Violence and Abuse Policy, the review of our Youth Services and the implementation of our Youth Safety Action Plan. The role provides wider strategy support to DMT in thinking about transformation and delivery of our Medium Term Financial Strategy as well as on-going work to develop our recovery and renewal plans in response to the impact of COVID 19.

The postholder will work across the wider strategy family, facilitating joint working to deliver cross-cutting work and supporting the delivery of corporate work.

The role will lead a team of Policy and Project officers and form part of the Senior Management Team for the Supporting People Strategy Team.  The successful applicant will also work closely with the Executive Director for Supporting People, delivering priorities which enables the Directorate to support services and the wider organisation to adapt and change to deliver on the ambition of our citizens.

**About you**

You will have experience of policy in local or central government, delivering high profile policy and strategy work within those organisations.

You will have a passion for change and doing things differently, drawing on ideas and research from a range of different sectors, but you will also be able to demonstrate how these can be translated into delivery.

You will have a problem solving, creative mindset, able to lead complex programmes of work and create confidence and trust with elected Members, partners and citizens.

You will embrace collaboration as a fundamental part of how you work, seeking to involve colleagues from both within and outside the organisation, as well as citizens. You will be open and transparent in your approach, and up for both giving and receiving challenge. You will be a confident decision maker, weighing risks and trade-offs before making a call and backing yourself. You will be passionate about creating psychological safety and be clear that this is an essential condition for teams to thrive.

**Work Environment:**

The work environment is varied. It is substantially office based – either from a council building or working from home (currently the position based on Covid-19). The role also requires you to spend time out in community or partner settings, such as schools from time to time. And leading consultation and participation events in community settings when required.

**People Management Responsibilities:**

The size of the team is flexible in the region of 5 to 10 staff.

**Relationships;**

The post holder will work autonomously and collaboratively to manage their portfolio.  The post holder’s personal management and development will be carried out by the Head of Strategy for Supporting People.  Day to day management will be by the lead of the project, Director or head of service the post holder may be working to.

The post holder will have lead responsibility for developing and maintaining relationships in one or more of the following areas:

* Camden Management Team
* Directorate Management Teams
* Senior Leadership Group
* The Leader of the Council
* Cabinet
* Other council bodies
* Elected Members
* Government departments and bodies
* Partner organisations
* Voluntary and community groups

**Over to you**

We’re ready to welcome your ideas, your views, and your rebellious spirit. Help us redefine how we support our citizens and we’ll redefine what a career can be. If that sounds good to you, we’d love to receive an application from you.

**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 or post to 5 Pancras Square, London, N1C 4AG.

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