**Job Profile**

**Job Title: Employment Strategy Manager**

**Job Grade and Salary band: Level 5, Zone 1 (£46,756- £54,238)**

**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 role**

**Role Purpose:**

* To develop and drive forward the council’s approach to employment and skills, to deliver the ambitions of Camden 2025 and Our Camden Plan.

* To support the development and implementation of Good Work Camden, the Council’s work to transform employment support in Camden, increasing the impact of employment support delivered by Camden Council and local partner services
* To provide leadership of employment and skills policy, investment and commissioning, working with and influencing a range of internal and external stakeholders. Stakeholders include partners in the Council (e.g. teams within public health, adult social care, housing, and early years), external partners locally (e.g. Jobcentre Plus, Clinical Commissioning Group, education and training organisations and voluntary sector partners) and sub-regional partners (e.g.Central London Forward))

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

* To take leadership in enabling the delivery of the Camden 2025 and Our Camden Plan employment and skills aspirations, providing strategic support to those services which have a role in their delivery.
* To lead on the continuing design and delivery of **Good Work Camden**, the Council’s flagship employment support programme, leading the neighbourhood job hubs and the strategic coordination of the family of employment support providers in Camden
* To ensure that employment support is delivered according to the values of Good Work Camden – through relational and interdisciplinary practice.
* To lead on qualitative and quantitative research and policy analysisand other work to develop strategy to inform the development of Good Work Camden. This includes understanding and interpreting external developments, understanding London’s policy direction and funding opportunities and having an expert understanding of the local employment and skills provision and the needs and aspirations of local residents around work.
* To lead on the development and implementation of key policies, programmes and projects to support the design and delivery of Good Work Camden and the related Camden 2025 outcomes.
* To be responsible for managing strategic relationshipswith key organisations, developing a clear ‘ask’ of these partners on behalf of the organisation and holding them to account for performance (where relevant), including Jobcentre Plus, colleges, Central London Forward and relationships with employers.
* To oversee the commissioning of employment support delivery and manage monitoring and reporting requirements.
* To add value to and influence the development of sub-regional programmes and future investment in employment and skills provision in Camden (e.g. Work and Health Programme).

**Key priorities for the next 12 months:**

* Overseeing the co-design and implementation of a new approach to employment support for disabled people and those with health conditions
* Contributing to the design of a new approach to employment support for Camden’s young people
* Establishing and leading a new neighbourhood Job Hub for Kilburn
* Embedding employer engagement in the Good Work Camden programme
* Working with partners and across Council services to develop new approaches to skills development and local recruitment for specific sectors, including health and social care
* Working with JCP partners to agree co-location arrangements in community settings in Camden.
* Contributing to the development of the Good Work Camden digital platform
* Leading the development of performance management systems and tools to enable impact measurement and reporting
* Contributing to the development of the evaluation programme for Good Work Camden alongside the GWC Evaluation and Learning Partner

**People Management Responsibilities:**

The Employment Strategy Manager leads the growing Neighbourhood Job Hubs team, directly line managing the Job Hub Leads (currently 3) and the Employment Support Project Officer. It is also anticipated that the Employment Strategy Manager will manage a new programme and performance management role.

**Relationships:**

* Supporting the Head of Inclusive Economy to manage the communication of key objectives and outcomes with elected Members, senior management and partners.
* To build relationships with a wide range of public service and employment and skills partners across the public, private and voluntary sectors.
* To be flexible to the demands of the Inclusive Economy Team, supporting wider objectives and needs as required.

**Work Environment:**

Following the easing of lockdown restrictions, the role will be based in the London Borough of Camden offices, 5 Pancras Square, in the heart of the King’s Cross Central development. It is a hot desking environment.

The role requires a significant amount of contact with a wide range of partners through strategic relationships, often in meetings in and outside of the council.

**About you**

**Technical Knowledge and Experience:**

* Able to demonstrate the Camden Way
* Understanding of co-design and service design
* Ability to work collaboratively and build a team around a shared purpose
* High level of analytical capability and able to take a strategic approach
* Political sensitivity, judgement, and ability to work with senior business leaders, public sector leaders and politicians
* Ability to work proactively, creatively and flexibly, responding to business evidence and needs and lobbying funders and other agencies
* Excellent communication, presentation and influencing skills that can be used at a range of levels including Council members, private sector partners, senior managers, service providers and service users ;
* Diplomacy skills, including the ability to establish and maintain good working relationships with a wide variety of people
* Excellent organisational skills and the ability to forward plan and manage multiple tasks with minimum supervision and to tight deadlines.
* Good project development, management and monitoring skills;
* Good financial and budget management skills

**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 Marginalised Ethnic groups **)**, those who identify as LGBT+, neurodiverse and disabled people. Click [Diversity and Inclusion](https://camdengov.referrals.selectminds.com/togetherwearecamden/info/page2) for more information on our commitment.

**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). 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.

**Inclusive Economy Team structure chart**