**Job Profile - Learning and Development Lead**

**Job Title: Learning and Development Lead**

**Job Grade: Level 5 Zone 2**

**Salary Range: £50,655- £61,911**

**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 the 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.

**About the role**

The OD and L&D service plays a critical role in supporting the organisation; creating the necessary conditions for the whole organisation, its people, processes and culture to deliver, as effectively as it can.

A successful Learning and Development Lead must set their sights high. We want only the best for Camden and the OD and L&D service. You need to be able to bring fresh ideas to the service and challenge the status quo – this is how we work in Camden. We place high importance on strategic management and leadership skills as well as having an ability to balance effectively service delivery and keep an eye on detail. Striking this balance and creating a positive environment for colleagues is critical. You will need to therefore be a strong collaborator and be able to evidence your ability to gain the trust and support of colleagues, partners and managers as appropriate. In this role you will:

* Support the next phase of learning and development journey in Camden, working closely with senior leaders across Camden
* Work closely with all stakeholders and the core team to understand the direction of travel for the organisation and determine how to best structure our learning and development offer to support this.
* Lead the development of a learning and development approach which is fit for purpose and places a strong emphasis on the use of digital and other innovative learning approaches.
* Use data, trend analysis and evidence to support professional thinking, provide critical challenge within the organisation and to inform continuous improvement.
* Actively maintain a body of technical and professional knowledge related to learning and development and use this knowledge to inform Camden’s continuous improvement journey.
* Provide expert advice across the service and the organisation.
* Manage and collaborate with staff effectively across the service on specific programmes / pieces of work as appropriate.

**About you**

* Proven track record of supporting and supporting and delivering change in an organisation.
* Experience of aligning learning and development activities to an organisations core aims and objectives.
* An ability to deal with complex or high profile issues and to make recommendations to senior leaders on how to tackle / deal with such issues, as well as take forward appropriate action as necessary.
* Planning, designing and facilitating interventions to support the communication of and engagement with Council plans and priorities.
* Significant experience of working in partnership with a range of stakeholders and developing and maintaining effective relationships.
* Experience of driving projects forward and delivery of results on time and within budget.
* Providing high quality advice and information to enable managers to make informed decisions and determine appropriate courses of action.
* Contribute to the leadership of the service, ensuring a high calibre, motivated and effective workforce.
* An ability to present project outputs verbally and in writing to enable informed decisions.
* Ability to coach and support colleagues across the organisation to develop capabilities and increase confidence.
* Regularly review policies and procedures to identify revisions required in light of changing business priorities and other requirements.
* Strong commercial acumen in the learning and development environment.

**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 other 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.