**Job Profile - Policy Designer**

**Job Title: Policy Designer**

**Job Grade: Level 5, Zone 1**

**Salary Range:** **£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.

As a Policy Designer, you will be part of a new Corporate Strategy and Policy Design team that was formed at the beginning of 2021. The team leads major programmes of work that help to realise our Camden 2025 vision. You will be part of team that is at the cutting edge of design thinking in Camden, developing policy and projects with residents that lead to change on the ground.

**About the role**

In this role, you will work with residents, partners and council colleagues to make policy that centres resident experience. You will lead and design a range of policy development projects with evidence, data, and digital tools at their core. Creativity and problem solving are core to the work – as is a relentless focus on what citizens need from local public services.

You will be part of a team working across a diverse portfolio of activity that takes early problem definition and policy development through to practical delivery on the ground. You will work in an agile environment, meaning that you’ll listening to your context and you’re learning, and change and adapt the work you lead to achieve good outcomes. In this role you will lead and support multi-disciplinary teams from across the organisation to use evidence, policy and strong contextual awareness to explore the root causes of problems and test potential solutions with citizens, then work with frontline services to translate this into service change.

The work will be fast-paced, but well supported. You’ll be part of a team with a delivery manager, who shapes projects and supporting team members to adapt and thrive in an agile environment, and a business analyst who leads on ensuring that enquiry is led by data and cases for change are robust and support good decision-making.

In the role, you will support the learning and development of others - supporting learning and new ways of working across the strategy family, and growing confidence with design tools and approaches in the organisation through the projects you lead. You will have a strong connection into a wider network of design-focused practitioners within the organisation that are keen to learn and grow - including service design, data and organisational design.

You will be part of a team that values humility, curiosity and flexibility: curious to learn more, understand better and find a way forward; humble about what we don’t know and who knows or different things from us; and flexible to adapt our ideas, beliefs as approach as we learn more.

**About you**

You will have a creative, problem solving mindset and be comfortable with working on complex ideas and issues where there’s no easy answer.

You will be focused on making change happen on the ground - and see policy and its implementation as a way of creating real world change.

You will be able to take insight from multiple sources of information and use this to design a new idea. You will be able to prototype a new idea, or test it at a small scale and adapt it as you learn more, to help build confidence in the way forward.

You will have experience of or aptitude for user research, or working directly with citizens to understand their needs or ambitions, and working with them to develop new ideas and approaches.

You will be capable of building a well evidenced ‘cases for change’, or story for why to take a particular idea forward.

You will be great at bringing people together and facilitating group conversations. You will be able to produce high quality outputs which communicate complex ideas simply.

You will be confident working with elected members and other senior stakeholders, capable of building confidence with them and incorporating their ideas into your work.

You will be great at leading diverse project teams, but also being a collaborative colleague within a team. You will be thoughtful in supporting people from a range of backgrounds to take part in collaborative conversations, and to make change happen on the ground.

**Work Environment:**

The main base for the role is the Council offices in 5 Pancras Square. You may also travel around the borough to meet and work with residents and partners. We are also flexible about working from home

**People Management Responsibilities:**

No core line management responsibilities. You may be asked to line manage an intern or apprentice in the team.

You will lead project teams from across the Council.

**Relationships:**

You will work with a wide variety of people in this role, including but not limited to:

* Your core team: we are a close working Corporate Strategy and Policy Design team, who work together on projects, and come together regularly to develop our work
* Wider strategy family: you will collaborate closely with the wider strategy family at Camden – the Supporting Communities strategy team and the Supporting People strategy team
* Council colleagues: you will work with colleagues in frontline services to develop new approaches together and report to Directors and Executive Directors on your work
* Members: you will work with local councillors on their priorities
* Residents: you will meet with residents to understand their experience and develop policy together

**Over to you**

We’re ready to welcome your ideas, your views, and your rebellious spirit. **Help us redefine our corporate services,** and we’ll redefine what a career can be.

**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,