**Job Profile - Equalities and Systems Change Lead**

**Job Title:** Equalities and Systems Change 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. 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 shape and influence a better future for us all.

**About the role**

The Equalities and Systems Change Lead is a new key role in the newly established Equalities and Disproportionality service. The team leads, supports, and accelerates work across the Borough to tackle inequality and disproportionality. This work supports our vision to tackle injustice and inequality and that delivers on the ambitions of Camden 2025.

The Equalities and Disproportionality service works closely with colleagues across the organisation to create an equalities community of action in driving change and embedding key areas of work.

The Equalities and Systems Change Lead is responsible for leading and driving delivery across the Equalities and Disproportionality team The role will involve raising the profile of equality, diversity, and inclusion across the system, providing advice, support, and constructive challenge to our leadership teams. The role is both strategic and operational, developing policy and auditing processes, ensuring that internal and external stakeholders are engaged in assessing our performance against benchmarks so recommendations can be made for improvement.

Some examples of the work of Camden’s Equalities and Disproportionality Service and wider equalities work across the Council:

* [Building equal foundations - Camden Council](https://www.camden.gov.uk/buildingequalfoundations)
* [Tackling inequalities and disproportionality – Camden Council | Local Government Association](https://www.local.gov.uk/case-studies/tackling-inequalities-and-disproportionality-camden-council)
* [Tackling Racial Inequality- Camden (3).pdf](file:///C%3A%5CUsers%5Ccammd082%5CDownloads%5CTackling%20Racial%20Inequality-%20Camden%20%283%29.pdf)
* [Camden Renewal Commission - Camden Renewal](https://camdenrenewal.com/)
* [‘A significant moment’ - residents of Park View House celebrate block’s new name (camden.gov.uk)](https://news.camden.gov.uk/a-significant-moment---residents-of-park-view-house-celebrate-blocks-new-name/)

The post holder will:

* Galvanise external partners and communities to address the system and structural inequalities that exist within our Borough.
* Work with senior leaders in the Council, Partners, businesses, voluntary and community organisations and individuals within the community to catalyse change across the Borough and help us redefine how we’re supporting people and communities .
* Lead strategy, policy, improvement, and change in equality, diversity and inclusion within the Borough and community
* Work closely with services working in the inclusion space to support a coherent equality, diversity, and inclusion programme of work that deliver real change at pace
* Be comfortable with supporting multiple project teams to maintain agile rhythms, as well as coaching and supporting team members from a range of different backgrounds and levels of experience working in the team. A key role will be in supporting capability and learning across the wider strategy family of directorate strategy teams, de-mystifying equality, diversity and inclusion concepts and building confidence and skills from junior staff to senior leaders.
* Will work with a core team, managing two Senior Policy and Projects Officers, reporting to the Director of Equalities and Disproportionality, and work alongside others in the organisation and across the Borough. Together we will be co-designing the service’s ways of working from the ground up

**About you**

You will have:

* A strong track record of delivering equalities, diversity and inclusion programmes of change
* Background in participatory methods, working with communities, and co-designing programmes and projects with communities and/or Voluntary Community Service organisations
* Understanding of subtle and complex diversity and inclusion issues as they relate specifically to marginalised groups.
* Demonstrable expertise in delivering impact across services & communities to embed change within a complex environment.
* Demonstrable expertise in building strong relationships and leading partnership working, and the ability to shape and lead a small, high-performing team
* Ability to influence external stakeholders, including anchor organisations and private sector partners, to drive equalities outcomes.
* Knowledge of the strategic challenges facing Camden.
* Ability to think creatively and innovatively, and strategically design new ideas, policies and projects to further the equalities agenda
* Knowledge and ability to apply equalities legislation, best practices in diversity and inclusion practices, strategies, systems, policies.
* Experience of people management

**Work Environment:**

A lot of the work is office based although you will need to be able to travel to all workplaces and parts of the community to carry out elements of the jobs. Working hours are typically 9am to 5pm, possibly with some extra hours. You'll occasionally be required to work evenings or weekends to engage in community activities.

**People Management Responsibilities:**

You’ll be managing two senior policy officers in the team and work closely with our Director of Equalities and Disproportionality**.**

**Relationships:**

You will work closely with services working in the inclusion space to support a coherent equality, diversity, and inclusion programme of work that deliver real change. You will also work closely with stakeholders to catalyse change across the Borough and help us redefine how we’re supporting people and communities.

**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 communities, and we’ll redefine what a career can be. If that sounds good to you, we’d love to receive an application from you.

**Politically Restricted Posts**

This post is politically restricted, which means this postholder cannot have an active political role. For a list of all politically restricted roles at Camden click [here](https://lbcamden.sharepoint.com/sites/intranet/HR/Intranet%20Documents/Politically%20restricted%20posts%20guidance.pdf).

**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. 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](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.