**Job Profile - Head of Policy Design**

**Job Title: Head of Policy Design**

**Job Grade: Level 6, Zone 1**

**Salary Range: £59,865 - £73,166**

**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. We are making radical social change a reality, so that nobody gets left behind. Here’s where you can shape and influence a better future for us all.

The Head of Policy Design is a new role, leading the development of policy design practice in Camden as part of the newly established Corporate Strategy and Policy Design team. The team will 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/:w:/r/personal/nick_kimber_camden_gov_uk/_layouts/15/guestaccess.aspx?share=EXzTXrReDZpNmjgU63bY4FEBTUJ14C9LmnXUVMtKbgbGog). This role will build a team, working with the Director and Head of Corporate Strategy, driving design thinking across the wider strategy family and developing its ways of working.

**About the role**

The Head of Policy design will play a fundamental role in embedding human centred design within Camden’s DNA, supporting us to deliver 21st century relational services based on a clear understanding of citizens’ needs.

The role will lead policy design practice, building the culture and ways of working of a new team which will support a radical shift in our ability to solve complex social and economic challenges.

The postholder will build capability across the wider strategy family to work in design-led ways, coaching and supporting staff to build on existing strengths and develop their practice.

The successful applicant will design and lead major, complex programmes of work that support us to make a step change in delivery of our Camden 2025 ambitions working across the wider ‘strategy family’ including the Head of Corporate Strategy, directorate strategy teams, digital transformation and organisational design.

The role will lead a team of Policy Designers alongside the Head of Corporate Strategy and other senior agile roles that can drive work at pace while maintaining wellbeing of the people. It will work closely with other design leaders across the organisation, to transform the Council’s approach to policy and service development, ensuring that citizens’ needs are at the centre of our approach.

**About you**

You will have experience of service design, policy design or social innovation at a senior level.

You will have a clear track record for translating strategic thinking into programmes of work that make a difference on the ground.

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

You will be collaborative to your core, and comfortable working in the open with colleagues across the organisation as well as citizens and partners. 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.

**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?**

This post is politically restricted, which means individuals holding this post 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. 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.