

## **Job Profile**

**Job Title: North London Councils Integrated Care System Policy Lead**

**Job Grade: Level 5 zone 2**

**Salary Range: £51,542 - £62,995**

### **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 North London Councils Programme is hosted by Camden Council and the programme is set up by the 5 North London Councils (Barnet, Camden, Enfield, Haringey & Islington).

The main aims are to deliver programmes of work that address shared priorities in partnership and to promote a strong local authority presence within North London's Sustainability and Transformation Programme Integrated Care System (ICS).

The Programme Team is a high profile, high performing team that is a key strategic partnership between the 5 Councils. In 2021 we won the national LGC award for Adult Social Care demonstrating the impact of our work.

### **About the role:**

This role in question will lead and support a range of policy development around the establishment of the Integrated Care System (ICS) between the 5 Councils and the NHS in North Central London. As ICS are established in law in 2022 there will be a significant amount of change to how local authorities and the NHS work together. Through having a strong understanding of evidence, policy and strong contextual awareness of the 5 boroughs priorities you will help us to navigate this change in a way that brings the most benefits for residents.

The role will have an in-depth understanding of the complex policy landscape around ICS and be able to connect this meaningfully and pragmatically to the development of arrangements in north London at both NCL and borough level. The role will understand the key drivers for local authorities, such as strengthening borough based partnerships; increasing co-production with residents and investment in prevention and early intervention and will be skilled at articulating how we can deliver against these drivers as an ICS. The role will be pro-active in engaging with London and national forums and networks involved in developing and shaping the make up of ICS across the country and using this to inform our approach in NCL. Most importantly you will be focused on what changes mean for residents.

The role will support the coordination of the Local Authority ICS forum, where senior officers from the 5 Councils come together to consider key issues around the development of the ICS. The role will coordinate actions coming out of this forum and coordinate any cross Council responses into ICS business, helping Councils to identify and articulate key positions that benefit our residents. This will include developing briefings, options and recommendations for senior officers and elected members. The role will involve specialised and complex aspects of service planning and delivery and you will be recognised for your in-depth knowledge and ability to influence senior officers, Elected Members and NHS colleagues.

The role will support the LA Chief Executives and the Local Authority Leaders through coordinating briefings and support for key governance meetings. This will include:

- Understanding the forward plan for meetings and delivering pro-active briefings
- Where necessary, engaging with officers across the 5 Councils, such as Directors of Adult Social Care, Children's Services and Public Health to understand key issues;
- strategic liaison with the ICS strategy directorate to understand developments around governance and programme structures in order to support appropriate representation from Council;
- Supporting the LA Chief Executive Lead for health in developing briefings for others in the system, such as the NCL CEXs group;
- Taking forwards actions and projects emerging from key meetings.

Working in an agile environment, the role will work closely with colleagues from across the 5 boroughs and NHS partners to develop effective and pragmatic policy briefings and options. The role will develop strong relationships with officers in each borough to ensure work is joined up between sub-regional and borough level and to support consensus building and shared understanding between boroughs. It is likely that the role will lead on the development of various project areas that emerge from the various groups and fora listed above.

The work will be fast-paced, but well supported, as part of the broader North London Councils Programme Team, which includes colleagues that are delivering a range of programmes across the ICS.

### **About you:**

The right individual will be focused on the practical impact of policy and how finding the right solutions ensures local authorities have a leading role in the ICS and ultimately leads to better health and care for our residents. You will be flexible and curious in how you work and you will have a creative, problem solving mindset, including when you are faced with competing or conflicting views. You will be comfortable analysing and interpreting a wide range of complex data and information in order to make recommendations and develop shared understanding with a wide range of audiences. You will have demonstrable political awareness and judgement.

As well as excellent analytical skills you will be able to develop strong networks to understand various perspectives, design effective responses and socialise these. You will be confident working with senior officers and Elected Members and you will have demonstrable expertise in providing strategic

advice to boards. You will be thoughtful in how you manage confidential and sensitive information and be skilled at managing different audiences, including sharing the right information with the right people at the right time.

You will have exemplary facilitation skills and be able to produce high quality outputs which communicate complex ideas simply. This will include use of visual design and different ways of getting information across which don't rely on traditional reports. You will be capable of leading and contributing to compelling, well-evidenced cases for changes.

You will have detailed knowledge of the strategic challenges facing local authorities and potentially the NHS.

Knowledge and understanding of the legislative and contextual framework, government policies and procedures and general direction of current government thinking.

**Work Environment:**

- This post is hosted by Camden Council at 5 Pancras Square. The team currently works largely from home, with in office working on average 1 day per fortnight (when covid regulations allow). This is subject to change in the future, though we will remain committed to flexible working that enables individuals to thrive.
- Laptop and equipment is provided for safe at home and office working
- The post-holder will work in an 'agile' way in line with Camden's move to a paperless and flexible work environment.

**People Management Responsibilities:**

Through the Programme Management approach the role will lead areas of work across the 5 Councils, which will require strong matrix management skills.

**Relationships**

The role will sit in the North London Councils programme team.

Through the Programme Management approach the role will lead areas of work across the 5 Councils, which will require strong matrix management skills and will need to develop relationships with key stakeholders across the 5 Councils, including Chief Executive Officers, Local Authority Leaders, Elected Members and Senior Officers from Adult Social Care, Children's services and Public Health.

**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](#).

**Diversity & Inclusion**

We want Camden Council to be a great place to work and to ensure that our communities are represented across our workforce. A vital part of this is ensuring we are a truly inclusive organisation that encourages diversity in all respects, including diversity of thinking. We particularly welcome applications from Black, Asian and those of Other Ethnicities, LGBT+, disabled and neurodiverse communities to make a real difference to our residents so that equalities and justice remains at the heart of everything we do. Click [Diversity and Inclusion](#) 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](mailto:resourcing@camden.gov.uk) or post to 5 Pancras Square, London, N1C 4AG.