

## Job Profile

**Job Title:** Senior Policy and Project Officer – Supporting Communities

**Job Grade:** Level 4 Zone 2

**Salary Range:** £42,687 - £49,515

### 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 fastest growing economy, we're focused on creating a borough where everyone can live a good life and nobody gets left behind. We're willing to be bold and try new things in the process. Here's where you can help design a better future for us all.

The Supporting Communities Strategy team are situated in the Supporting Communities Directorate but work closely with Strategy and Policy design teams across the organisation as part of the 'Strategy Family'.

The Supporting Communities directorate tackles those really big issues in housing, environment, local economy, community services, planning and development. We are committed to translating our vision into real changes on the ground for our residents. We are devolving power to residents, joining up our services and supporting frontline staff to innovate and create solutions where they are and with who they know best.

We have a clear vision - to organise the right people and skills around challenges ([like our missions](#)) to deliver the best outcomes for Camden residents and renewal after the pandemic. We have clear priorities through [We Make Camden](#) and [The Way We Work](#) and we are ready to get going.

### About the role

You will lead strategy and service design in key areas of work across the organisation. You will support and coordinate work with high levels of complexity or risk – including a range of projects to bring about effective and positive change across Supporting Communities.

You'll work in multidisciplinary teams to frame the right problem, re-imagine services, test potential improvements and support implementation. You will have a creative, problem solving mindset and be comfortable with working on complex ideas and issues where there's no easy answer.

### About you

You will work flexibly to support the development of innovative and effective strategy and design to achieve key corporate priorities and outcomes in line with “We Make Camden”. You will be an experienced agile practitioner, who enjoys bringing people together and mobilising new programmes of work.

- Communicating information: You help colleagues see their services from a resident’s point of view and bring insights and ideas in a way that everyone can understand.
- Analysis and problem framing: You have experience in framing a problem, understanding the different trade-offs and perspectives involved. You are able to communicate this understanding in a way that everyone can understand.
- Inclusive design: You consciously think about how to include all kinds of people and community groups in appropriate participatory and community-led design activities to understand how we can transfer power to people as part of the design and delivery of solutions.
- Prototyping: You have some experience designing experiments to test ideas quickly, and iterate designs based on learning.
- User-centred journeys and experiences: You have experience in designing and visualising viable end-end resident experiences and the main touchpoints involved.
- Facilitation: You will be great at bringing people together and facilitating group conversations, and making design ideas engaging, relevant, understandable and actionable for different audiences
- Agile practices: You are happy working in an open, iterative and collaborative way in a multidisciplinary team.

**Work Environment:**

The role will comprise of some office working, some home working and some working in the community.

**People Management Responsibilities:**

The post has no line management responsibilities but the post holder will be required to manage staff/resource on individual projects for which they are Project Manager and other activities that they may be leading on.

**Relationships:**

You will hold relationships with senior council officers and elected members. You will also maintain effective partnerships with external services.

**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,