**Candidate Briefing Pack**

June 2022

**HR Strategic Lead - Supporting Communities Directorate & Resourcing**

**Camden Council**



**£ XXX**



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**Introduction from Joanna Brown, Director of People & Inclusion**

Thank you for your interest in our role of HR Strategic Lead. This is an exciting time for Camden as we continue building somewhere everyone can thrive, by making our borough the best place to live, work, study and visit. As an integral member of the Supporting Communities Directorate Management team you will take the strategic HR responsibility for what is a fast moving and transformational area of our organisation.

The Supporting Communities directorate comprises of six sub directorates; Housing Services, Economy, Regeneration and Investment, Property Management, Development, Community Services and Environmental and Sustainability. You will work together with service managers and HR colleagues to develop the directorate workforce and address the council’s ambitions as set out within our Camden Plan. Leading on the strategic HR contribution to service planning processes you will understand the service drivers and HR implications to ensure the full range of people management needs are met.

CIPD qualified and an experienced Business Partner, you will need to quickly establish professional credibility and develop effective working relationships whilst equally influencing and challenging the senior team on the planning and delivery of their people projects and initiatives. Whilst we are open to your sector background it is integral that you have experience of working in a substantial and complex organisation.

There is more information about the role and about us as a council within this pack; we hope you find this of interest and will consider applying; our retained Search Consultants at Osborne Thomas look forward to hearing from you further.

One final point; the Council fully supports flexible working with attendance in the office two/three days per week. We are open to discussion on this point, however.

 **Joanna**



**Job profile**

**Purpose of the job**

This role has combined role of client group responsibility and a professional HR portfolio. The role holder will be an inspirational and relational leader with creativity and commerciality, able to coach, consult and influence across the organisation.

The role holder will be responsible for leading the Resourcing Strategy as a key driver for inclusion and culture change, capacity building and performance improvement across the Council.

The role holder will be responsible for providing strategic HR support to the Supporting Communities directorate (comprising of six sub directorates; Housing Services, Economy, Regeneration and Investment, Property Management, Development, Community Services and Environment and Sustainability), working as an integral member of the Directorate Management team. They will need to establish professional credibility and develop effective working relationships, to influence and challenge the senior team on the planning and delivery of their people projects and initiatives to meet current and future business need with inclusion being at the heart of the people agenda.

**Example outcomes or objectives that this role will deliver:**

* Take the strategic HR responsibility for the Supporting Communities directorate to work together with service managers and HR colleagues to develop our workforce to address the council’s ambitions as set in the Camden Plan
* Lead the strategic HR contribution to directorate service planning processes, understanding service drivers and HR implications to ensure the full range of people management needs are reflected in short, medium and long-term plans; and risks to the service are identified and mitigated
* Provide strategic oversight to HR Business Advisor
* Lead and manage the implementation of service-based people projects, contributing to the development of the organisation and the delivery of organisational objectives
* Support senior management team with large scale organisational transformational projects
* Lead inclusive recruitment strategies and initiatives for the organisation
* Champion our approach to conscious inclusions across the organisation to be an ambassador for change
* Lead on embedding the Camden Talent Pool (strategy to employ more Camden residents to council jobs)
* Work within and lead, cross functional or cross borough working and project groups

**About you**

To be considered for this post, you should possess, and be able to demonstrate, all of the following:

* **You are relational:** you have experience of working directly with range of stakeholders in a demanding environment and provide welcoming and knowledgeable support. You have a flexible and pragmatic approach to problems and working practices
* **You build great relationships:** you have excellent communication and interpersonal skills and are effective in working with colleagues at all levels and external partners. You have the ability to understand, assimilate, and interpret, present and communicate complex information.
* **You are a collaborator:** Ability to create and build effective relationships with a range of senior managers, stakeholders and professional staff
* **You want to grow:** Desire for professional development with a commitment to participate in appropriate training
* **You are professional:** Understanding or awareness of data protection, risk management, safeguarding and confidentiality; and proven ability to gain the confidence of and influence and persuade people at all level
* **You are dedicated to inclusion:** Commitment to, and understanding of, equal opportunities

**People Management Responsibilities:**

Have direct line management responsibility for HR experts working within their portfolio areas

Relationships:

* HR Senior Management team
* HR Services and Business Advisors
* Resourcing Team
* Camden Management Team
* Directorate Management Team
* Senior Leadership Group

**Work Environment:**

* 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.
* Regular time spent at 5 Pancras Square and across the borough.

**Structure Chart:**

Please click the link below to view the structure chart

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**More 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. With around 4,000 staff, our aim is to recruit and develop talented people who will focus on our residents..

We have a truly ambitious vision for our borough and our commitment to tackling inequality and poverty runs through everything we do. We take pride in being deeply connected to our communities and we have made a pledge to give everyone a voice and a stake in decisions about their lives. To do this we embrace change and diversity of thinking.

To respond to the unique set of challenges facing our communities we need unique people to work here. People who share our rebellious spirit. People with empathy and compassion who want to work alongside our citizens to tackle the challenges we face. We want people who do the right thing, not the easy thing. People who listen, speak up and act.

Our people are the heart and soul of our organisation and we see them as human beings, not job titles. We want you to feel able to bring your whole self to work, to feel safe to be yourself, to feel like you belong and to feel trusted.

**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.

**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.

**How to apply**

This guidance contains important information to help with your application. Your application must include: -

Up to date CV, a supporting statement including a short accompanying paragraph on ‘why this role’.

Your CV and supporting statement should be no more than 2 pages long each, outlining why you believe you are suitable for this role; and please email it to camden@osbornethomas.org

Your accompanying paragraph should be no more than 150 words and will be reviewed by the hiring manager separately alongside your application.

Please ensure all gaps in employment and education history are fully explained within your CV; we may wish to verify this information during the recruitment process.

Please ensure that you address the key requirements as set out in the person specification. These competencies are likely to be used as part of any assessment process.

Please provide the details of two referees. Note that we will only approach referees for those candidates proceeding to final selection, and only with your permission. Please clearly indicate whether we can approach each referee before the selection date.

Please complete the Equal Opportunities Monitoring Form and return. We are keen to ensure that all our jobs are accessible to all members of the community and use this data to monitor our progress in doing this. Diversity, equity and inclusion is important to us and our clients – we will donate £1 to our charity of the year for every Equal Opportunities form we get back.

Please click on the link below to access:



* Please return your application by the closing date – no applications will be accepted once the long

listing process has begun.

* Following long listing, you will be contacted directly by your Osborne Thomas consultant to update you on the status of your application.

**Timetable for Recruitment**

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| --- | --- |
| **Application closing date** | Monday 18th July at Midnight  |
| **Longlist meeting**  | Friday 22nd July  |
| **Assessment** | TBC |
| **Interviews** | Week Commencing 1st August |

For more information please contact our retained Search Consultancy Osborne Thomas at camden@osbornethomas.org or via telephone 020 3280 3671.