

Job Profile

Job Title: ASC Coproduction Lead

Job Grade: Level 5 Zone 1

About Camden

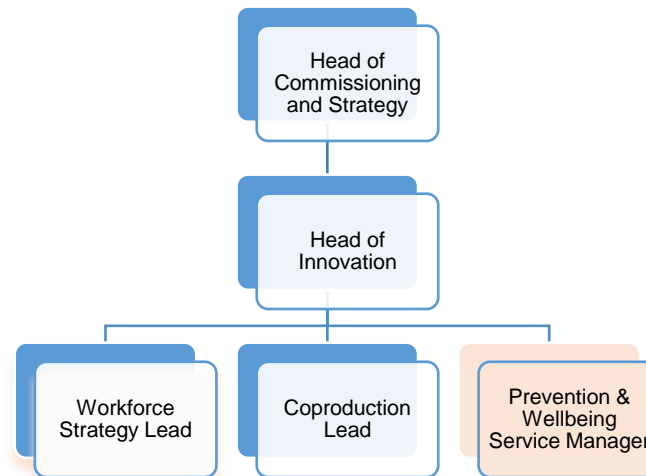
'Camden is building somewhere everyone can thrive, by making our borough the best place to live, work, study and visit. Because, we're not just home to UK's fast-growing economy. We're home to the most important conversations happening today. And we're making radical social change a reality, so that nobody gets left behind. Here's where you can help decide a better future for us all.

About the role

This is an exciting role in Adult Social Care that will be central to delivering the ambition set out in the [Support People, Connecting Communities Refresh](#) to develop plans and work in partnership with our residents, ensuring they are at the heart of decision making and shaping how we work with people to help them live and age well in Camden.

You will work across the whole of adult social care and with Camden citizens to ensure all parts of the service are genuinely coproducing and codesigning how we work with people.

The postholder will report into the Head of Innovation:



Example outcomes or objectives this role will deliver:

- Develop a framework that ensures good coproduction principles are understood and followed across the service using the coproduction ladder (TLAP) and other coproduction approaches that recognise how to build a strong coproduction approach
- Develop a plan for coproduction across ASC that helps us move from consulting, engaging and codesigning to coproduction over time
- Work with services to build an equal relationship between people who draw on care and use our services and the people responsible for services
- Support services in ASC to work together with citizens, from design to delivery, sharing strategic decision-making about policies as well as decisions about the best way to deliver services, and scrutinising the quality and delivery of services.
- Ensure citizen's genuinely have influence and are recognised as equal partners in the activities they are supporting
- Link across the Council with other citizen led work to ensure synergies and learning are recognised, embedded and shared across Council services
- Build credible relationships with service and project leads and other key stakeholders to ensure that genuine coproduction is at the heart of the work we do
- Showcase our coproduction approach to political and senior leadership of the organisation, our partners and our citizen's so that we can demonstrate that we are genuinely citizen led
- Work with colleagues leading on organisational change to bring the citizen voice in, supporting residents to develop the necessary skills for participation
- Build strong relationships with the voluntary and community sector, religious and cultural institutions and other organisations that have deep relationships with a range of Camden communities, to ensure the reach into those communities is effective and no one gets left behind.
- Work with colleagues in the Council and other organisations who are coproducing and working with citizens to ensure a consistent approach
- Ensure that coproduction is culturally sensitive / competent and flexible enough that it is accessed and accessible to all of Camden's diverse communities
- Support and advise other members of the team through sharing of knowledge; proactively seeking opportunities to support the development of others within the team.
- Develop the capability of staff, organisations & residents to understand and deliver genuine coproduction effectively for example offering training, learning and development to staff and residents where required, developing communities of practice and so on in partnership with Camden residents wherever possible.
- Obtain feedback from established mechanisms and channels to assess the quality and effectiveness of coproduction within projects and services, identify changes to improve quality and outcomes and where necessary develop new mechanisms for assessing quality of coproduction

About you

You will be someone who is committed to the values of [We Make Camden](#) and making the refreshed priorities and principles in the cross council strategic plan refresh '[Supporting People, Connecting Communities: Living & Ageing well in Camden](#)' a reality, to enable everyone to have the chance to succeed. You will be committed to supporting adult social care services in implementing a relational and strengths based approach in how we work with residents and in ensuring lived experience informs the design and delivery of change. You will not only recognise the importance of a citizen led approach but be passionate about ensuring this is done in a genuine and meaningful way.

Skills and experience – to be successful in this role you will have:

- A comprehensive understanding of social care and the current social, political and financial context
- Direct experience or an in-depth understanding of and empathy for those who draw on care, their carers and the issues they face
- Substantial experience of citizen led working with a wide range of communities from diverse backgrounds
- A thorough knowledge of nationally recognised good practice for example drawing from the work of [Think Local Act Personal](#), [Social Care Futures](#), [SCIE](#) and other organisations that promote and lead the way in citizen led work.
- A flexible approach to communication and engagement that is inclusive of a wide range of citizens
- Excellent written and verbal communication skills, including an ability to tailor materials and presentations according to the audience you are communicating with from residents to senior and political leadership.
- The ability to analyse data and present complex information and recommendations in a clear manner to a range of audiences.
- Experience of developing frameworks that support an organisation to move from engagement through to coproduction and good practice
- Proven experience of working with partners at different organisations to deliver joined-up coproduction and / or engagement activities across different channels and using a range of tools and techniques including face-to-face and online
- Proven experience of navigating complex stakeholder dynamics, and establishing effective working relationships with key individuals in the public and different organisations
- The ability to build and maintain effective working relationships at all levels across the organisation and the borough in order to influence and get things done
- Demonstrable expertise in managing resources and being able to effectively plan & prioritise work.
- Experience of training colleagues and citizens in carrying out genuine coproduction

People management responsibilities

The role may line manage one or two roles in the future and will also be required to manage staff and resource day to day on individual projects or programmes of work for which they are responsible.

They will ensure appropriate training and development opportunities are available for any direct reports, as well as other relevant teams where appropriate, and have input into a service wide training offer and into the development of the adult social care transformation team. The role will embrace the ethos of a self-managed team, where resources are used flexibly to deliver agreed priority areas of work.

Internal Relationships

The post holder will work collaboratively with the wider Adult Social Care Teams, particularly Support and Safeguarding, Camden Learning Disability Partnership and Mental Health Social Work teams, Principal Social Worker, Service Provision, Commissioning, the Transformation Programme Team, and with service and project delivery leads in the business to ensure there is appropriate engagement and support for strategic priorities. The postholder will also be required to work across the Council with colleagues in the wider Supporting People department, Corporate Services and Supporting Communities, in particular housing and VCS teams.

External Relationships

The postholder will work with people who draw on care, their carers/families, other Camden citizens, the voluntary, community and faith sector, health (Camden borough partnership) and other external partners as and when projects require it. They will build a strong relationship with external partners that is based on principles of shared endeavour and power.

Work environment

The post holder may be required to work in a variety of teams and workplaces. All staff work in an agile way in-line with Camden's approach to a paperless and flexible work environment. The role will co-locate with services when working on specific projects and pieces of work.

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

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. 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.