

Organisational Designer - Job Profile

Job Title: Organisational Designer

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 fast-growing economy, but 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.

Are you frustrated when things block you from doing the job you want to do? Do you ever wonder what causes those things to happen? Would you like to learn how we can support colleagues and communities to get rid of those frustrating blockers and help make services better?

This an opportunity to shape the future of Camden. You will be helping us gain valuable insight into what matters to citizens and colleagues and then working with those people to create services and solutions that deliver their needs.

You will be part of a team who support each other with complementary skills and knowledge. You will bring some of those skills with you, but this a development opportunity so you have the chance to learn in a supportive, safe environment. The team works in a self-managing style where you will be trusted to lead work when you feel comfortable and learn with colleagues when you don't.

About the role

There is no typical day in Organisational Design. Monday might be spent out with a frontline service, listening to colleagues and citizens to discover how things actually happen. Tuesday might be spent mapping out how those citizen needs travel through our organisation, identifying the blockers that get in the way and supporting staff to reflect on what we have seen. On Wednesday you'll need to present those insights to senior leaders, so that on Thursday you might support colleagues to come up with ideas for how we might do things differently. That will involve uniting teams around common purpose and changing the system to remove blockers. That leaves Friday to lead how we test out those new ideas and learn what works and doesn't work.

You will be working across several workstreams, which could include:

- 'Reimagining HR' review
- Participatory budgeting in communities
- Improving the Homelessness system
- Improving psychological safety

The post holder will contribute to the overall skills that we need within our team:

- Application of Organisational and Systems Design approaches to innovate and improve services for customers
- Developing positive relationships with multiple stakeholders to build support and influence thinking and decision making
- An awareness of the organisation's direction of travel and ambitions for the next 3-5 years, including an understanding of the political and economic environment the Council is operating within
- Ability to interact confidently at all levels including with senior leaders and external parties
- Ability to understand detail, but also draw back to see the big picture
- An ability to use data, evidence and research to inform activity, decision-making and challenge to the status quo as appropriate
- Verbal, written and pictorial communication skills
- Commitment to continuous learning

About you

A successful candidate will contribute SOME of the following attributes and capabilities to our team:

Takes responsibility;

- Takes the lead
- Delivers results
- Flexes style and approach
- Coaches when appropriate
- Provides systems leadership
- Ensures all voices are heard and welcomes challenge
- Empowers / works through others
- Promotes and incorporates diversity and inclusion in the workplace and service delivery

Strategic thinking;

- Can take a medium-to long term view
- Understands good use of digital and data
- Ambitious and innovative – willing to tackle the status quo
- Is curious about how and why things work as they do

Citizen and community focused;

- Demonstrates empathy and understanding for citizens' experiences and needs
- Is outcomes focused

- Puts customer experience at the forefront of thought / decision-making
- Is concerned / focused on quality
- Improvement focused

Effective judgement and decision-making;

- Acts on facts
- Risk awareness and ability to manage / mitigate risk
- Can use evidence to inform recommendations on business change / improvement

Political and organisation awareness;

- Demonstrates an understanding of the wider organisation and political perspective

Effective personal style;

- Self-belief / self-confidence
- Is collaborative / team player, able to build networks and partnerships and maintain strong working relationships with colleagues and community partners
- Is comfortable with complexity
- Operates proactively and effectively without detailed supervision
- Open and honest
- Responsive and flexible
- Good communicator - personable and effective
- Strong data analysis and IT skills, including ability to use Teams, Word, Excel and PowerPoint

Relationships;

The post holder will need to build strong relationships with a wide range of stakeholders relevant to the area(s) of focus, including:

- Chief Executive, Executive Directors, Directors, Heads of Service, Service managers and Front-facing Officers across the Council
- Residents, Councillors, local business people, voluntary/statutory organisations and other external agencies as required depending upon the focus of the work
- External suppliers of goods and services where their input is required
- Organisational Designers and external networks

Work Environment:

The role will blend working from home, working in 5PS and working alongside colleagues in other services

People Management Responsibilities:

N/A

Relationships:

Whilst learning yourself, you will also be supporting colleagues to do the same; improving outcomes for them and the communities we serve. You will work closely with colleagues in OD/L&D.

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

Note:

This document is for use during recruitment, setting objectives as part of the performance management process and other people management purposes. It does not form part of an employee's contract of employment.