

## **Job Profile - Disability Job Hub Lead**

**Job Title:** Disability Job Hub Lead

**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. 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.

After a period of consultation and co-design with Disabled residents and specialist organisations, we are now looking to launch a new Disability Job Hub where residents who identify as having a disability can receive specialist support to help them into good work and other opportunities. We are looking for a Disability Job Hub Lead to design and deliver that service with colleagues, partner services and local people.

We want everyone in Camden to lead good lives, and we know that being in good work is a key part of this. We want Camden residents to be in work that makes use of and develops their skills, gives them a sense of purpose and contribution, and pays them a good wage, in order for them to lead the life they want to lead.

Too many Camden residents are unable to find good work, locked out of the labour market and unable to find the support that they need to address challenges related to health, housing and other important matters that impact their ability to find and stay in work. The impact of Covid-19 has made the situation worse for those residents and has impacted many other residents too.

We want to support these residents to find work that works for them, through bespoke one to one support, career counselling, and relevant skill building and work preparation. In order to do this, we are working to scale up Good Work Camden and expand the reach of our employment support to those that need it most. As part of this, we are establishing a new Disability Job Hub that supports Disabled residents and helps to break down the additional barriers that they face when looking for work, as well as when in work.

### **About the role**

We're looking for a proactive, strategic and relational person to lead this new Disability Job Hub. This is an exciting opportunity for someone experienced in supporting Disabled people into work to lead the development and delivery of a new neighbourhood Job Hub, in genuine partnership with the Disabled community.

With the support of other council officers, you will take what you learn about the community's needs to grow the team in the Hub and connect with other relevant services. Above all, you will build a strong relationship with the community you work in and help the residents you get to know into work that is good for them.

Example outcomes or objectives that this role will deliver:

- Build strong local relationships and gain a deep understanding of the Disabled community's needs regarding employment and good work
- Translate this understanding into an offer to residents that helps them move into, and stay in, good work
- Grow and lead a team that can help deliver the support that will meet these needs
- Advocate for Disabled residents and their rights
- Work with local businesses to broker roles for residents
- Provide one to one and group support to residents to get into good work
- Raise awareness of the support available in the local community – develop and implement a resident outreach and communications programme
- Play a key role in the formation of an advisory board that will oversee the hub's work
- Connect and collaborate with other relevant support services and organisations to ensure residents get all the support they need within the place that they live

## About you

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

- You have personal experience of disability as a barrier to good work or of supporting someone with a disability. Ideally, you have experience of supporting Disabled people into employment
- You build great relationships: you can build strong relationships with a wide group of people, and understand how to build different types of professional relationships with stakeholders including residents, service providers, employers and council officers
- You are a great listener: you are open and inquisitive in the way you listen to others, respecting and valuing their contribution, and asking great questions to gain deeper understanding
- You are an experienced coach and advisor: you have practical experience of supporting people into work, with a particular understanding of the challenges faced within communities and the expertise to advise of appropriate options. You have a minimum Level 3 IAG qualification, or other similar qualification or experience
- You are strategic and know how to chart a course: you have experience in leading projects and translating insight into a strategic action plan. You know how to weigh up a range of different options and take a decision for maximum positive social impact. You can inspire others around this course of action
- You can build great teams: you have experience in leading others, helping them to achieve their potential, and manage a sensitive and at times demanding workload
- You are creative and comfortable in uncertainty: you are excited to come up with new solutions to challenges you are presented with
- You are a collaborator by nature: you recognise that projects work best when they are a shared endeavour, and have experience in building strong partnerships with other services or providers to achieve shared aims
- You take a wider view: you have knowledge of the wider provision of support that is required to help someone into good work, and how to connect it around an individual's needs

**Work Environment:**

5 Pancras Square and frequent co-location with other service(s) across the Camden Borough.

**People Management Responsibilities:**

You will line manage a specialist Learning Disability Job Hub Advisor. As the hub grows, this may expand to include another Disability Job Hub Advisor.

**Relationships:**

This role reports to the Employment Strategy Manager. You will build strong relationships with council officers within Inclusive Economy, Adult Social Care and other service providers. The role will also work with Directors and Head of Service within all three directorates: Supporting Communities, Supporting People and Corporate 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,