

Job Profile

Job Title: Environmental Services Manager

Job Grade: Level 5 Zone 2

Salary Range: £51,542 - £62,995

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.

Environment Services is responsible for managing and delivering Camden's duties as a Statutory Waste Collection and Statutory Litter Authority providing domestic and commercial waste and recycling services, street cleansing services and non-statutory services including graffiti removal and drugs paraphernalia removal, removal of abandoned vehicles, management of public conveniences and management of street trading (markets, kiosks, and forecourts). The service also delivers winter maintenance services to deal with snow and ice on the public highway. The service is public facing and provides an on-street presence with focus on performance management, engagement and enforcement of waste management and street trading. Service aims are:

- Increase reuse and recycling and move towards a circular economy
- Make our environment cleaner
- Grow our markets

This role sits across the service managing the strategy, contract management, engagement, finances, project delivery and service delivery as part of a Service-wide Management Team, working with the Head of Service and 3 other team managers

About the role

This role involves managing the development of strategy, policy and services across Environment Services in response to changing EU, national and regional policy, strategy and legislation.

In this post you will manage and lead on optimisation and strategic contract management of services working innovatively and collaboratively with partners to deliver improvements in service quality, performance and value for money across all aspects of waste management, recycling, cleansing and environmental enforcement.

This post involves increasing community engagement and involvement to drive behaviour change to improve local environmental quality, move towards a circular economy, reduce waste, and increase re-use, recycling and composting.

This post will manage the development of expertise in waste by increasing knowledge and understanding across the service in recycling, street cleansing, circular economy, environmental enforcement and engagement.

This role will lead on development of effective communications and engagement approaches to increase of low waste, low carbon behaviour change, participation with recycling and waste minimisation and promotion of community involvement in improving standards of environmental quality.

In this post you will lead on identification, development and programme management of service improvement projects, including research into policy change, best practice, innovation and benchmarking across a range of service areas including waste, recycling, cleansing and public realm enforcement.

About you

It is preferable that the successful candidate will have knowledge and experience in waste, recycling, street cleansing, public realm enforcement and engagement and street trading. You will have a customer focus and experience in driving improvements in behaviour change, service delivery value for money and innovation. You will have excellent negotiation and conciliation skills based on practical experiences and the ability to inspire trust and confidence in a client-centred environment.

The ideal candidate will have knowledge and experience of budgeting, forecasting, business planning, resource allocation and commercial acumen. You will have leadership experience to support and develop your staff to deliver the best outcomes for citizens and create the conditions for people to thrive.

The candidate will have extensive track record of successfully creating comprehensive and practical plans that meet service priorities and have a directly observable outcome on service provision. The role requires a clear understanding of the key national, regional and local legislation drives in environmental services.

The ideal candidate will have a robust appreciation of the Camden's political landscape, with excellent interpersonal and communication skills. The ideal candidate will have the ability to analyse complex information and provide precise information in the most appropriate format to enable decision making and keep interested stakeholders informed and engaged.

Work Environment:

The role is office based at 5 Pancras Square with some home working. The post will provide cover for the Head of Service as required and have willingness to work across 7 days including nights, evenings and weekends.

People Management Responsibilities:

Line managing 8 direct report officers and additional project officers as required.

Relationships:

The post holder will liaise and negotiate with all relevant outside bodies including the North London Waste Authority (NLWA), DEFRA, Greater London Authority, other boroughs, authorities and others including industry and business bodies, which may arise, on policy and partnership issues and joint projects to protect the interests of the Council and to access relevant available funding. As a manager you are expected to understand the vision and ambitions of Camden and the strategic direction, reflect the vision within your area of service delivery and work across services to deliver the ambitions for the Borough.

Over to you

We're ready to welcome your ideas, your views, and your rebellious spirit. Help us redefine our corporate services, and we'll redefine what a career can be.

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). 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,