

Job Profile Corporate Strategy Manager

Job Title: Corporate Strategy Manager
Job Grade: Level 5 Zone 2
Salary Range: £53,897 - £65,350

About North London Waste Authority (NLWA)

Our mission is to preserve resources and the environment for future generations by exemplary planning, innovation and communication in managing north London's waste. We serve two million residents in seven boroughs and run communications and engagement campaigns to help them reduce their rubbish and recycle more. We campaign for government and industry action to reduce unnecessary single-use items, encourage reuse and repair and promote effective recycling.

To help tackle the climate emergency and to prevent rubbish going to landfill, we are building the greenest Energy Recovery Facility in the country and modern recycling facilities at the Edmonton EcoPark, through the [North London Heat and Power Project](#).

NLWA staff are employed by London Borough of Camden and benefit from Camden's recruitment, pension, and HR policies.

You will be expected to adhere to NLWA values which are:

Safety: We protect the health, safety and wellbeing of everyone involved in, and using, our services.

Accountability: We are accountable to Members and to each other for delivering our responsibilities.

Ambition: We work to the highest standard and aim for continuous improvement in all we do.

Inclusivity: We have strong relationships with all our partners and create a positive work environment where everyone matters.

Integrity: We celebrate success, we learn from setbacks, we promote transparency and respect in our work

In addition to NLWA values are the Corporate Services core principles which are:

Respect time: We respect other people's time as we do our own

Set realistic expectations: We set, manage and deliver to realistic expectations

Stakeholder excellence: Treat your stakeholders with the utmost empathy

Don't be too hard on yourself: Try your best on everything you do and don't worry if it isn't perfect

The Corporate Services Team will act as a thread across everything we do in NLWA. We will be NLWA's heartbeat. We will deliver upon the trust that we build with our colleagues and stakeholders. We will accept challenge as an opportunity to grow, learn, improve, and innovate.

The Corporate Services Team plays a critical role in supporting the organisation; creating the necessary conditions for the whole organisation, its people, processes and culture to deliver, as effectively as it can, a high-quality end to end Human Resources advice and support service to the Senior Managers, staff and related stakeholders and provide a first class advisory service for all terms and conditions advice

About the role

The Corporate Strategy Manager role will sit in the Corporate Services Directorate and is an essential role enabling the organisation to envision a short (1-2 years), mid (2- 5 years) and long term (5 years +) strategic plan. This Strategic Plan will need to be developed, established and agreed with key stakeholders internally and externally to the organisation such as internal NLWA teams, NLHPP, London Energy Ltd, Borough officers and Members.

The Strategic Plan will need to incorporate and/or consider existing strategies like the Joint Waste Strategy, Asset Management Strategy and more. It will need to factor in financial, people, delivery and operational challenges. There will be a need to follow through with the established Strategic Plan and enable delivery of the key priorities and outcomes, by utilising exceptional change management skills.

The postholder will also manage the governance function in the organisation, including the Governance Manager. The formal governance regime for the organisation can be found [here](#).

The responsibilities of the postholder include (but not limited to):

Establishment of an Operational (1-2 years) and Strategic Plan (5+ years) of a complex organisation resourcing >£1bn capital programme and an annual c.£100m revenue budget. This will help our organisation aspire to a common set of challenging yet realistic goals enabling the delivery of Operational and Strategic plans through navigating diverse stakeholders and employing excellent change management skills.

The postholder will be expected to integrate existing and form strategies into plans, reducing duplication as best as possible They will track, communicate and enable delivery towards strategic outcomes.

The postholder will recognise the need for periodic refresh of plans, through engaging and getting consensus through key stakeholders, communicating corporate strategy to different audiences from technical /operational to executive and political audiences. They will work closely with the Risk, Project Management, Governance, wider Portfolio Management, Finance and HR functions to form viable change plans for practical delivery. In addition, they will expected to work closely with the NLHPP, London Energy Ltd to form common strategic aims. The postholder is expected to make recommendations on decisions taking considerations of time, cost & quality.

The postholder will enable agile ways of working to ensure assured delivery through the organisations teams, be responsible for individual delivery of 1-2 change projects / programmes, lead and manage a small team to ensure governance and strategy is in alignment across NLWA and to an extent London Energy and manage own workload, prioritising organisational needs as and when required

About you

Strong, strategic mindset required to draw out the difference between “blue-sky” to practical approaches

Experience of establishing large, complex organisational / major programme strategy considering corporate risks

Experience of presenting complex information in a simple way to technical / non-technical / senior / non-senior people

Experience of influencing central and/or local government officers toward a successful outcome

Experience of successful complex project / programme or portfolio delivery (>£50m)

Ability to deliver through a range of stakeholders to achieve favourable results

Ability to proactively work through changing governmental policy, particularly post-pandemic and post-Brexit

Experience of leading a corporate / strategy / governance function in a complex system / organisation

A “can-do” attitude in a politically motivated environment

Experience of benefits realisation

You will need to take a collaborative approach, as your work will involve dealing with all members of the NLWA team and helping to ensure the systems work well for individuals.

You will have good analytical and reporting skills and an ability to understand and implement processes.

You will have proven experience in planning and delivering to deadlines, including strong communication and influencing others to contribute to a mutually beneficial outcome.

You will be able to focus on internal and external customers, be innovative and creative, open to ideas and challenge and committed to individual learning and development.

Work Environment:

The NLWA offices are in Tottenham Hale; 2 minutes from the Tube station with great service and amenity links close by. There is also substantial opportunity for home working and alternative flexible working options are available/open to discussion.

People Management Responsibilities:

The post holder will have line management responsibility for a Governance Manager and potentially Strategy Officer. They will ensure appropriate training and development opportunities are available. The postholder will need the ability to build and maintain effective working relationships at all levels across the organisation in order to influence and get things done.

Relationships:

This role reports to the Head of Portfolio Management and/or Director of Corporate Services

The post holder will work closely with the Corporate Services Director and other members of the Corporate Services Team.

On a day-to-day basis the post holder will be expected to work collaboratively with and other Senior Managers within NLWA. There will be a strong connection to Camden’s Corporate HR function, Haringey’s IT function and the opportunity for shared learning.

Over to you

We’re ready to welcome your ideas, your views, and your rebellious spirit. Help us redefine our Corporate Service, 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,