

Job Profile

EXECUTIVE DIRECTOR CORPORATE SERVICES

Executive Director Corporate Services

Camden has never been a place that ignores or accepts injustice. Alongside the council, Camden's communities, citizens and partners have a rich history of coming together to bring about real social change. In March 2022, we published We Make Camden – our refreshed community vision for the future of our borough. It sets out what we want to achieve with our partners and our communities and how we will share power and lead together.

Camden is a purpose-led, relational and mission-oriented organisation. Our Missions represent our cross-cutting ambitions for our future – requiring deep partnership across sectors and places, as well as drawing on the insight, creativity and ambition of our communities. Through our Missions we have the opportunity to find new allies inside and beyond Camden – including developing our strong collaborative working with national Government.

We continue to be at the leading edge of local government – building on our innovative practice across people, place and communities and using our power as leaders of place to convene the resources of our Borough. Helping to create public services that support people's agency and power and are built on trust, compassion and deep relationships. We are on a journey of letting go of old structures and hierarchies and seeing the strength and power of our communities and investing in our resident's capacity to change their lives and neighbourhoods. That means being rooted in relationships but informed by data and insight. It also means creating digital, agile and modern services that respond to people and places.

In Camden, we have a rich history of coming together to tackle inequality and take action together as a community. We call this our "rebellious spirit". We want our organisation to be a place where everyone feels able to be themselves at work regardless of their background and/or cultural identity. We want our leaders to be compassionate, reflective, committed to learning, empathetic and curious about the perspectives of others. We want to create a culture where people feel safe, can speak up and are able to do their best work for the people of Camden.

We are now looking for an exceptional Leader for our Corporate Services Directorate to help us take forward our ambitious vision for the borough. Corporate Services is central in enabling Camden to fulfil its purpose. It provides the organisational foundations that support Camden to operate confidently, plan for the future and deliver services rooted in fairness and community insight. The directorate has some of the broadest reach into our

communities working directly with residents and businesses, voluntary and community sector partners and anchor institutions to create a place that works for everyone.

You will provide the capacity and capability to ensure the organisation can both innovate and deliver sustained change towards purpose while continuing to operate as smoothly and as efficiently as possible within our financial, regulatory and legal environment. We continue to hold onto this, but our purpose, role and function has been evolving for some time. We have invested in building new skills, capability and capacity across all areas of Corporate Services in order to develop from outcomes-focused organisation to a relational, missions-oriented organisation. You will lead a high performing Directorate encompassing Customer, Technology and Data Services, Finance, Law and Governance, Participation, Partnerships and Communications, People and Inclusion, Strategy, Design and Insight.

Executive Director Corporate Services job specific accountabilities

- Advise the elected leadership of the Council on their strategic policy direction and forward planning of services and resources to support elected leaders to deliver on their political ambitions included in We Make Camden and Camden Missions.
- Progress Camden's vision for the future of the borough and the Council to ensure we continue to be purpose led, challenge conventional thinking in the pursuit of improved impact on outcomes for the citizens and communities of Camden.
- Embed a culture that takes an 'outside-in perspective'; challenging existing beliefs and assumptions to ensure services are designed around citizen's needs, with a clear focus on prevention and early intervention and acting decisively when required.
- Ensure the Council exercises strong financial management and a commitment to outcome-based financial planning in order to balance increasing demand for services and reducing income either as the Section 151 officer or in support of this role
- Create a truly inclusive organisation and lead by example to support and encourage diversity in all respects, including diversity of thinking within the workplace and in the delivery of our services.
- Ensuring there is shared responsibility and distributed leadership throughout Corporate Services that supports a high calibre, motivated, empowered and flexible workforce (to be achieved through implementation of the Camden Leadership Model). You will work in a way that ensures deep listening and learning from those who deliver services and know what does and doesn't work for our citizens and communities.
- Ensure that the administration has the governance structures, support and advice; including at a strategic and policy level, it requires.
- To provide strong, clear, compassionate and decisive leadership as required during emergency management situations. Take an active part in GOLD and SILVER rotas at Camden as required.
- All duties and responsibilities should be carried out in accordance with the Councils constitution and governance arrangements. This post is politically restricted and will require a DBS check.

Executive Director Corporate Services: Person Specification

- Impressive track record at a director level within local government or a comparable sector.
- It is essential that the person appointed shares the same core values and level of ambition as set out in We Make Camden.
- Must be able to demonstrate experience of significant innovation and challenge to conventional management logic.
- Must be able to demonstrate significant organisational achievements and understanding of culture within organisations.
- Must have worked closely and effectively with politicians and have good political awareness; must be able to forge effective working relationships with politicians and instil confidence.
- Must be able to demonstrate effective systems leadership and influence beyond service and organisational boundaries.
- Must have a good understanding of the financial context and current issues and challenges in local government. If undertaking the S151 role be suitably professionally qualified and experienced
- Must have a good understanding of the political, social, and economic context and challenges in local government in Camden and across London.
- Must have a collaborative personal style, highly effective interpersonal skills including strong emotional intelligence; and highly effective presentational skills.
- Must have a coaching / developmental leadership style that fits our sense of shared leadership responsibility and empowered organisational culture.
- Must have excellent analytical skills and an aptitude for complex problem solving.
- Possess an evidence-based approach to developing strategies and policies
- Must be able to champion the pursuit of diversity and inclusion and demonstrate a record of accomplishment of this.
- Proven leadership of high-performing teams and complex portfolios, with an ability to navigate risk, ensure compliance, and deliver transformational change.
- Commitment to resident voice and co-production, with a belief in equity, dignity and shared responsibility as the foundation for public service.
- Will need to have the personal adaptability and resilience to thrive in a fast paced, challenging environment where personal responsibility, personal and organisational growth and development are prized.

