

Investment, Place and Opportunity

Leadership Family Summary:

The Leadership family includes those employees whose primary activity is determining the strategic direction of the organisation and leading on the policies, activities and service improvements required to deliver the strategy. Employees in this family have progressed to a level in the organisation that is beyond the top of their original professional discipline. They operate at a directorate, divisional or service level, beyond the level of the specialist or technical team. They are required to think at a conceptual level and to own and implement the corporate strategy.

Tier 2 job summary [common to all Tier 2 jobs]:

These are chief officer jobs accountable for the achievement of designated priorities and outcomes, within agreed resource constraints. This will involve the development and delivery of medium term, outcome focused strategies for groups of services. These jobs contribute to leading the organisation, including specific accountability for designated services, ensuring a responsive, resident focused way of working through our systems and processes. They will ensure that services and activities across the council and with partners are closely integrated and joined up to better achieve outcomes efficiently as well as improve residents' experiences. They reach outside the council to ensure strong partnership working and service integration where appropriate. They support and advise the council on strategic and significant operational matters. They ensure strong achievement and improvement in the delivery of outcomes through effective performance and risk management including in the use of resources. They may ensure that our legal and other duties are fulfilled.

Tier 2 common accountabilities: you have specific responsibility for an area of focus within a designated directorate as well as corporate responsibilities as follows

- Advise the Tier 1 post-holder(s), Council and Members on all aspects of the services the post holder is responsible for and support the administration in the delivery of its priorities, with a particular focus on the services the post-holder is accountable for / has strong links to.
- Undertake the development of evidence based and innovative strategies that will ensure the achievement of planned outcomes.
- Lead the creation of system conditions, mechanisms and processes to ensure a strong and effective voice for residents and service users in the shaping and improvement of services and strategies.
- Ensure that all systems and processes are designed for residents and service users, have clear purpose and are designed as effective as possible thereby minimising the cost of wasted effort.

- Contribute to the leadership of the organisation, ensuring a high calibre, motivated and effective workforce. Ensure the embedding of a digitally focussed, agile way of working with staff embodying the Camden Way.
- Ensure that the work of services is high quality and achieves its objectives, by effective performance and risk management. Including strong financial management both operational and strategic.
- Represent the Council by promoting its image and reputation on a national and London wide stage, helping to influence national and regional policies and strategies in the post-holders area of focus.
- Lead by example in championing and furthering equality and diversity within the workplace and in the delivery of our services.

Investment, Place and Opportunity: summary of directorate purpose

The Investment, Place and Opportunity directorate focuses on creating a genuinely inclusive, diverse, vibrant and clean place for everyone who works, lives and spends time in the borough. Focused on creating the conditions for people to lead high quality and fulfilling lives in healthy, safe and resilient communities. Enabling a vibrant and inclusive economy, creating an attractive, clean and safe environment and providing a range of leisure and recreational services are all part of this. This directorate will also be responsible for maintaining and developing our buildings and physical assets, delivering new affordable housing and transforming our housing estates, and creating new community assets.

Tier 2: Director of Economy, Regeneration and Investment

The role reports to the Executive Director Investment, Place and Opportunity

- Provide strategic leadership to ensure the sustainability of our borough, as a place and a vibrant and inclusive economy.
- Provide strategic leadership for the planning service, directing planning policy and development management services.
- Lead on the delivery of regeneration and investment strategies for the Council.
- Lead the council's approach to place based regeneration, to meet the needs of businesses and citizens.
- Lead the Council's strategic approach to an Inclusive Economy, developing a vision and programme of delivery which will enable the Council, partners and developers to make a demonstrable impact on Camden's citizens.
- Ensure that Inclusive Economy becomes a whole Council endeavour, building and reinforcing strong connections to education, early years, public health, adult and children commissioning, and relevant corporate services.
- Lead Inclusive Economy and Investment activity in an open and transparent way, encouraging early and ongoing collaboration with Members, citizens and partners
- Seek to influence national public sector service reform as it relates to inclusive economy, infrastructure and investment, enabling the Council to lead coalitions to advocate for reform of the employment, skills and benefits system.

- Lead and drive forward the long term strategic and corporate approach to community wealth building in the borough, promoting excellence and innovation to deliver measurable community benefits, allowing Camden businesses to thrive.
- Lead the delivery of major significant capital projects and programmes.
- Lead Camden's housing companies.
- Provide strategic leadership for the arts culture and events service, to drive inclusive economy through the arts and culture sector and income through the events service
- Lead the procurement and social value to team to deliver high quality and robust services while also meeting inclusive economy and mission based procurement objectives.
- Ensure there is synergy across the division and directorate between our inclusive economy, planning, infrastructure and investment objectives.
- Ensure strategies are focused on the medium to long term, and plan for a changing population which is a crucial part of our work on prevention. Make sure our borough is accessible to all.
- Champion and co-ordinate the role of an inclusive economy and investment in tackling the climate emergency.
- Strategic leadership for place-based regeneration programmes
- This role is responsible for the following services:
 - Planning (Development Management, Place, Strategic Policy & Infrastructure)
 - Regeneration
 - Inclusive Economy
 - Arts, Culture and Events

Director of Economy, Regeneration and Investment: Person Specification

Impressive track record within local government or a comparable sector.

- Must be able to champion the pursuit of diversity and inclusion and demonstrate a record of accomplishment of this.
- 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 significant organisational achievements and understanding of culture within organisations.
- Must have a good understanding of the political, social, and economic context and challenges in local government in Camden and across London.
- Must have excellent analytical skills and an aptitude for complex problem solving.
- Lead Camden's place-based economic development and regeneration programmes
- Secure investment and create pathways to meaningful work, skills, and enterprise for residents and communities
- Champion inclusive opportunity – ensuring race, background, caring responsibilities or lived experience are never a barrier to success.
- Must have a collaborative personal style and highly effective interpersonal skills;
- Be prepared to take challenging decisions, to embrace complexity and to have a healthy risk appetite - all based on trust and organisational relationships.
- Must have a coaching/developmental leadership style that fits our empowered organisational culture.
- Will need to have a personal style that is planful and structured in approach to managing complex, cross cutting work.

- 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