

AUDIT AND CORPORATE GOVERNANCE (APPOINTMENT PANEL) SUB-COMMITTEE

MONDAY, 22 JANUARY 2024 AT 3.30 PM
COMMITTEE ROOM 4, TOWN HALL, JUDD STREET, LONDON WC1H 9JE

Enquiries to: Donna Alexander-Morrison,
Committee Services

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Telephone: 020 7974 5319 (Text phone prefix 18001)

MEMBERS

Councillors Marcus Boyland (L), Linda Chung (LD), Sabrina Francis (L),
Georgia Gould (L), Jenny Headlam-Wells (L) and Anna Wright (L)

L = Labour, C = Conservative, LD = Liberal Democrat

Issued on: Friday, 12 January 2024

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MEETINGS IN CAMDEN

Everyone is welcome to come to the public meetings in Camden and agendas for these meetings are available in advance on the Council's website at www.camden.gov.uk. If you are interested in a particular item being considered at a meeting and you wish to speak (called making a deputation), please write to the Committee Officer listed on the front of the agenda. The deadline for deputation requests for this meeting is **5pm on Thursday, 18 January 2024**.

The Council is allowed to discuss some items in private, although this does not happen often – any such items will be discussed at the end of the meeting and you will be asked to leave at this point.

Members of the public have a right to film, record or photograph public meetings for reporting purposes. This does not apply to any of the Council's meetings which are private or not open to the public. Laws on public order offences and defamation still apply, and you should exercise your rights with responsibility. Please respect the views of others when reporting from a meeting.

You may be asked to stop filming, photographing or recording a meeting if the Chair feels that the activity is disrupting the meeting.

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**AUDIT AND CORPORATE GOVERNANCE (APPOINTMENT PANEL)
SUB-COMMITTEE
22 JANUARY 2024**

THERE ARE NO PRIVATE REPORTS

PLEASE NOTE THAT PART OF THIS MEETING MAY NOT BE OPEN TO THE PUBLIC AND PRESS BECAUSE IT MAY INVOLVE THE CONSIDERATION OF EXEMPT INFORMATION WITHIN THE MEANING OF SCHEDULE 12A TO THE LOCAL GOVERNMENT ACT 1972, OR CONFIDENTIAL WITHIN THE MEANING OF SECTION 100(A)(2) OF THE ACT.

AGENDA

Wards

1. ELECTION OF CHAIR

To elect the Chair for this meeting only.

2. APOLOGIES

3. DECLARATIONS BY MEMBERS OF STATUTORY DISCLOSABLE PECUNIARY INTERESTS, COMPULSORY REGISTERABLE NON-PECUNIARY INTERESTS AND VOLUNTARY REGISTERABLE NON-PECUNIARY INTERESTS IN MATTERS ON THIS AGENDA

4. DEPUTATIONS (IF ANY)

Requests to address the Sub-Committee on a matter on its agenda must be made in writing to the clerk named on the front of this agenda by 5pm two working days before the meeting.

5. ANNOUNCEMENTS (IF ANY)

6. NOTIFICATION OF ANY ITEMS OF BUSINESS THAT THE CHAIR DECIDES TO TAKE AS URGENT

7. MINUTES

To approve and sign the minutes of the meeting held on 10th August 2023.

(Pages
7 - 10)

8. LOCAL GOVERNMENT ACT 1972 - ACCESS TO INFORMATION

It is drawn to the attention of members of the public and the press that the items listed below are considered to be exempt within the meaning of Schedule 12A to the Local Government Act 1972. The Sub-Committee will be asked to pass a resolution, the effect of which is to exclude members of the public and the press from the remaining part of the proceedings.

Information contained in Agenda Item 9 is exempt because it falls within Category 1 of Schedule 12A Local Government Act 1972 (as amended).

Proposed resolution:

“THAT the press and public be excluded from the proceedings of the Audit and Corporate Governance Appointments Sub-Committee on **22nd January 2024** during consideration of Item 9 on Part II of the agenda, on the basis that, were members of the public to be present, there would be disclosure of exempt information as defined in Schedule 12A to the Local Government Act 1972, as amended”

Specifically -

Publicity in respect of Item 9 would be likely to lead to the disclosure of information relating to any individual or information which is likely to reveal the identity of any individual, by virtue of the Local Authorities (Executive Arrangements) (Access to Information) (Amendment) (England) Regulations 2006.

9. DIRECTOR OF RELATIONAL PRACTICE - SHORTLISTING REPORT

All Wards

Report of the Director of People and Inclusion

(Pages
11 - 22)

This report provides some background with regard to process and practice for the sub-committee in undertaking their role in shortlisting candidates for Chief Officer positions. Members are asked to carefully consider the advice within the report and should they have any additional questions to seek advice either before or during the meeting. Separately and with as much notice as they can (depending on the timing of the recruitment) HR will supply to all members on a strictly confidential basis applications/CV of the candidates from which the short list is to be chosen, as well as the results of the technical interviews. Members will consider the relevant application material against the applications.

10. ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT AND IS EXEMPT WITHIN THE MEANING OF SCHEDULE 12A WITHIN THE LOCAL GOVERNMENT ACT 1972

AGENDA ENDS

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THE LONDON BOROUGH OF CAMDEN

At a meeting of the **AUDIT AND CORPORATE GOVERNANCE (APPOINTMENT PANEL) SUB-COMMITTEE** held on **THURSDAY, 10TH AUGUST, 2023** at 4.00 pm in Committee Room 4, Town Hall, Judd Street, London WC1H 9JE

MEMBERS OF THE COMMITTEE PRESENT

Councillors Georgia Gould (Chair), Linda Chung, Sylvia McNamara, Awale Olad, Nadia Shah and Nanouche Umeadi.

MEMBERS OF THE COMMITTEE ABSENT

Councillor Adam Harrison

The minutes should be read in conjunction with the agenda for the meeting. They are subject to approval and signature at the next meeting of the Audit and Corporate Governance (Appointment Panel) Sub-Committee and any corrections approved at that meeting will be recorded in those minutes.

MINUTES

1. ELECTION OF CHAIR

RESOLVED –

THAT Councillor Georgia Gould be elected as the Chair for this meeting.

2. APOLOGIES

Apologies for absence were received from Councillor Adam Harrison.

3. **DECLARATIONS BY MEMBERS OF STATUTORY DISCLOSABLE PECUNIARY INTERESTS, COMPULSORY REGISTERABLE NON-PECUNIARY INTERESTS AND VOLUNTARY REGISTERABLE NON-PECUNIARY INTERESTS IN MATTERS ON THIS AGENDA**

No declarations were made.

4. DEPUTATIONS (IF ANY)

There were no deputations.

5. ANNOUNCEMENTS (IF ANY)

There were no announcements.

6. NOTIFICATION OF ANY ITEMS OF BUSINESS THAT THE CHAIR DECIDES TO TAKE AS URGENT

There was no urgent business.

7. MINUTES

RESOLVED –

THAT the minutes of 20th March 2023, 31st March 2023, 18th April 2023, 20th April 2023 and 5th May 2023 be approved and signed as a correct record.

8. LOCAL GOVERNMENT ACT 1972 - ACCESS TO INFORMATION

RESOLVED –

THAT the press and public be excluded from the proceedings of the Audit and Corporate Governance (Appointment Panel) Sub-Committee on 10th August 2023 during consideration of item 9 of the agenda, on the basis that, were members of the public to be present, there would be disclosure of exempt information as defined in Schedule 12 A to the Local Government Act 1972, as amended.

9. DIRECTOR OF RECREATION, FINAL MEMBER PANEL REPORT

RESOLVED –

- (i) THAT the process for appointment to the post of Director of Recreation be noted,
- (i) THAT the job details for this post and the progress made to date be noted and
- (ii) THAT one candidate be appointed to the post of Director of Recreation, subject to there being no well-founded objections by Members of the Cabinet.

10. ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT AND IS EXEMPT WITHIN THE MEANING OF SCHEDULE 12A WITHIN THE LOCAL GOVERNMENT ACT 1972

There was no such business.

*Audit and Corporate Governance (Appointment Panel) Sub-Committee –
Thursday, 10th August, 2023*

CHAIR

Contact Officer: Donna Alexander-Morrison

Telephone No: 020 7974 5319

E-Mail: donna.alexander-morrison@camden.gov.uk

MINUTES END

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LONDON BOROUGH OF CAMDEN	WARDS: All
REPORT TITLE Director of Relational Practice process: Shortlisting	
REPORT OF Director of People and Inclusion	
FOR SUBMISSION TO Audit and Corporate Governance (Appointment Panel) Sub-Committee	DATE 22 nd January 2024
<p>SUMMARY OF REPORT</p> <p>This report provides some background with regard to process and practice for the sub-committee in undertaking their role in shortlisting candidates for Chief Officer positions. Members are asked to carefully consider the advice within the report and should they have any additional questions to seek advice either before or during the meeting. Separately and with as much notice as they can (depending on the timing of the recruitment) HR will supply to all members on a strictly confidential basis applications/CV of the candidates from which the short list is to be chosen, as well as the results of the technical interviews. Members will consider the relevant application material against the applications.</p> <p>Local Government Act 1972 – Access to Information</p> <p>No documents have been used in the preparation of this report.</p> <p>Contact Officer: Joanna Brown Director of People and inclusion 5 Pancras Square London N1C 4AG Tel: 020 7974 6302 E-mail: joanna.brown@camden.gov.uk</p>	
<p>RECOMMENDATIONS</p> <p>That the Audit and Corporate Governance (Appointment Panel) Sub-Committee:</p> <p>(1) Notes the process for appointment to the post of Director of Relational Practice (2) Notes the job details for this post and the progress made to date; and (3) Provides observations on the recommendations for the shortlist as set out in the report and agree the final shortlist.</p>	

Local Government Act 1972 – Access to Information

The longlist of candidates and the candidate reports which were supplied separately to members by HR are exempt from disclosure by virtue of the following paragraphs of Schedule 12A to the Local Government Act 1972:

Paragraph 1: Information relating to any individual.

Signed:



Joanna Brown
Director of People and Inclusion

Date: 10th January 2024

1. Purpose of Report

- 1.1 The Audit and Corporate Governance Committee has delegated to the Audit and Corporate Governance (Appointment Panel) Sub-Committee responsibility for interviewing and offering permanent appointments to all posts at Chief Officer level. Attached at Appendix 1 are the job advert and job description.
- 1.2 This report sets out the job details in Appendix A, as well as the process and timetable for appointment to the position of Director of Relational Practice. Additional papers including candidate packs and the results of the longlisting process will be provided in an exempt from disclosure appendix directly by Human Resources (HR).

2. Process

- 2.1. The process to date has involved the following:
 - The role of Director of Relational Practice was advertised on the 27th November 2023 with a closing date of 4th January 2024.
 - Executive Director Children and Learning (statutory Director of Children's Services (DCS) supported by the HR Strategic Lead (Supporting People and Schools), will undertake 'longlisting' on Tuesday 9th January 2024.
 - An initial 'technical' interview will be undertaken for each longlisted candidate in the week commencing the Monday 15th January 2024.
- 2.2. With regard to this shortlisting panel, Members will be advised of the process by the Director of People and Inclusion or delegated officer who will also be in attendance to deal with any questions. However, the panel members will be:
 - Assessing the applications/CV's of the candidates together with any officer feedback from the process to date.
 - Making an assessment against the job and personal specification.
 - Deciding on the candidates to go forward to the next stage of the selection process.
- 2.3. Members will be aware of the requirement to appoint and hence take through to the next stage the best candidates who are most suited to the requirements of the position. It is unlawful to take into account any matters which are discriminatory.
- 2.4. Following the meeting, confirmation will be given of the final interview date. Proposed final interview questions and presentation topics (if appropriate) will be circulated to all members of the Appointment Panel before the final interview.

3. Finance Comments of the Executive Director Corporate Services

Prior to candidates being put forward for interview the Director of People and Inclusion will have checked with the relevant Finance lead that the appropriate budget provisions is available for the post and to have covered the costs of the recruitment exercise.

4. Environmental Implications

There are no environmental implications as a result of this process.

5. Legal Comments of the Borough Solicitor

- 5.1. The Local Authorities (Standing Orders) (England) Regulations 2001 (the Regulations) set out the requirements for the appointment of senior staff and the relevant provisions of the Regulations are contained in the Officer Employment Procedure Rules, which are set out in Part 4, section 9 of the Council's Constitution. The procedure set out in this report complies with the Regulations.
- 5.2. The Council has the power to appoint such officers as it considers necessary for the proper discharge of the Council's functions by virtue of s. 112(1) of the Local Government Act 1972.
- 5.3. By s. 112(2) of the Local Government Act 1972 such an officer "shall hold office on such reasonable terms and conditions, including conditions as to remuneration, as the authority appointing him think fit".
- 5.4. The Accounts and Audit (Amendment No. 2) (England) Regulations 2009 which came into force on 31 March 2010 require all local authorities in their annual statement of accounts to publish details of remuneration for all senior employees earning in excess of £50,000 p.a. In the case of senior employees who earn in excess of £150,000 p.a. these employees will be required to be identified by name.
- 5.5. Local Government and Housing Act 1989 s7(1) stipulates that any appointment made by the Council must be on merit subject only to some exemptions concerning the council's equality duties. The Council should if challenged be able to demonstrate that the successful candidate was the best candidate by objective reference to both the application and the interviews

6. Appendices

- a) Job description and person specification.
- b) Candidate CVs (exempt).
- c) Results of longlisting, and technical interview reports (exempt).

REPORT ENDS

Director of Relational Practice (Children's Services)

Salary up to £120k pa

London Borough of Camden (with hybrid-working, alternative / flexible working options are available)

We're making radical social change a reality, so that nobody gets left behind

The role

This newly-created role is a unique and exciting opportunity to make a real difference for children and young people in the London Borough of Camden and nationally.

Reporting to the Executive Director for Children & Learning, and a key member of the Directorate Management Team, you will play a vital role in the development of children and learning services and will be responsible for providing leadership across workforce development, quality assurance and relational practice.

Leading a high-performing, supportive and cohesive team, you will be tasked with:

- Developing our relational model (based upon systemic principles, and rooted in a restorative, strengths-based approach to working with families) and embedding this approach to practice across the Children and Learning Directorate.
- Leading Camden's Centre for Relational Practice – providing the capacity to support learning across the council, as well as working with partners and external organisations.
- Providing relational leadership at a national level to amplify the influence of relational practice in the delivery of public sector services, enhance our profile and external reputation, and increase capacity to shape the national response to social care reforms.
- Representing the council in a range of regional and national forums.

This is a politically restricted post, and is exempt from the Rehabilitation of Offenders Act and will require an Enhanced DBS.

About Camden

Camden is a place where everyone can thrive and the council is committed to all its children having the best start in life: enjoying an excellent school experience in an ambitious and inclusive environment, and having opportunities to lead flourishing lives.

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.

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.

To find out more about what it is like to work at Camden, meet some of our people by visiting www.camdenjobs.co.uk/our-stories

About you

This role calls for a qualified social worker who is an experienced practitioner with a strong track-record of leadership across local authority children's services.

You'll need in-depth theoretical knowledge of social work and systemic family therapy, with experience of supervising clinicians and designing and delivering professional development programmes.

Applications Deadline TBC

How to apply

Job Profile

Job Title: Director of Relational Practice
Job Grade: Level 7 (Tier 2 – Chief Officer)
Salary Range: From £90,000 p.a up to a maximum of £120,000 p.a.
Hours: This is a permanent post (full-time hours 37 hours per week)

About Camden

Camden is place somewhere everyone can thrive, by making our borough the best place to live, work, study and visit. We're not just home to UK's fast-growing economy, we're also 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.

Camden is committed to all its children having the best start in life, enjoying an excellent school experience in an ambitious and inclusive environment, and having opportunities to lead flourishing lives. Camden has a strong track-record in delivering excellent services for children and families across Universal and Early Help services, Children's Social Care and Special Educational Needs and Disabilities (SEND) services. We are committed to delivering these services to address inequalities and improve outcomes for the most vulnerable children and families in our borough. This is reflected in the Missions that set out the priorities for the council – these include a focus on opportunities for young people, food poverty and sustainability, and diversity.

Equity and Excellence are at the heart of Camden's Education Strategy. Camden is proud of its family of schools and their commitment to supporting children and families throughout the borough. We continue to develop a collaborative network of schools where schools can pool resources and learn from each other, through research practice, so that we maintain the high standards which we expect for all our children.

Our services are invested in a model of practice that is rooted in a relational and systemic approach to our work with families, seeking to collaborate in partnership with the communities that we work with, and listening to the voices of children and young people. We are committed to delivering services through an anti-racist approach that advances social justice in the borough. We have now created a new role – the Director of Relational Practice – to lead this approach in Camden.

Our ambition is to build on these strong foundations and continue to evolve our approach to supporting families. Drawing on the collaborative approaches set out in our practice model, our aim is to develop a vision of Family Help that is deeply rooted in local communities and draws on the strength of local networks, partners and schools. We aim to develop a centre for relational practice that supports this approach across children's services and works with other council services and external organisations.

We are developing an academy that supports practitioners throughout their careers. This will support those in the early stages of their career, oversee our approach to apprenticeships, and mentor and develop practitioners, managers and supervisors across the full range of children's services, including youth services, SEND, Early Help and social work. Through the academy the aim is to attract and retain the very best people across the sector, embed the practice model, and support colleagues to make progress throughout their careers.

We are determined to continue to evolve, improve and develop our services to children, young people and their families. We are committed to do this in partnership with the communities that we serve. We have developed a relational approach to quality assurance that ensures the voices of children and their families are central to the way we learn and improve. This approach will also ensure that practitioners who are closest to the work with families have a key role in our quality assurance processes, influencing the way we learn from what works in practice and how we continue to evolve service delivery.

This role is a senior manager in the Children and Learning Directorate. It is responsible for leading our relational practice model, overseeing workforce development and shaping our approach to quality assurance. This role also oversees the support for the Safeguarding Children's Partnership. This is a

key post in delivering Camden's ambition for Equity and Excellence and enabling our most vulnerable children to thrive.

About the role

The purpose of this role is to provide strong and visible leadership across the Children and Learning Directorate for the practice model, workforce development, quality assurance and partnerships. The Director of Relational Practice will also play a critical role in the leadership of the Camden approach to Relational Practice – this will be a highly visible role providing influence and direction across the Council, the partnership and the wider local government sector. Camden aspires to influence and shape the national agenda in delivering a collaborative approach to working with residents. This role will raise the council's profile, provide leadership at a national level, and increase capacity to shape the response to social care reforms.

We are proud of our approach to practice across children's services in Camden. This has evolved through the development of the Camden model of practice (social work), and the Resilient Families framework (Early Help). With the creation of the Children and Learning Directorate earlier this year, we are bringing together this work to develop a single approach to practice across all our services.

This will be a relational model based upon systemic principles, and rooted in a restorative, strengths-based approach to working with families. The Director of Relational Practice will take a lead on developing, supporting and embedding this approach to practice across the Children and Learning Directorate. This role will also take on a wider leadership role to support the adoption of a relational way of working across a wider range of council services. We are also developing a Centre for Relational Practice, which will enable Camden to work with other organisations to support this approach more widely. This role will provide leadership across the sector, on a regional and national basis to deliver a sector-led improvement offer to other Local Authorities.

The people who work across the Children and Learning Directorate are our most valuable asset, and critical to improving outcomes for children and their families. We provide a strong offer of learning and support to our staff across these services, and we have developed a learning academy to support this work and provide a clear and broad offer for development. Through a unique partnership with the Tavistock and Portman Centre, we offer an accredited foundation course in systemic work for all practitioners working directly with children and families. This is enhanced through an offer of in-practice coaching and learning alongside experienced clinical practitioners. This role will oversee the statutory functions of the Principal Social Worker to develop the offer to newly-qualified social workers and set out a clear career progression pathway for all those involved in practice with children and families across the directorate, including social work, family support, SEND, and youth work. The Director of Relational Practice will lead the workforce development strategy, including the approach to attraction, recruitment, retention and progression. This role will oversee a range of statutory functions, including overseeing the monitoring and investigations relating to professional standards and conducting workforce health-checks.

We have a strong track record in delivering excellent services for children and families, but we are not complacent. There is always room to evolve and improve services, and learning from the experiences of children, parents and carers, and practitioners is vital. Camden is committed to being a learning organisation and placing the voice of the resident at the centre of what we do. We have developed a relational approach to quality assurance, where we work with children, their families and practitioners to understand the experience of delivering or receiving our services, the impact they have, and how we can improve them. This role will be responsible for overseeing the range of quality assurance activities across the directorate and overseeing action plans emanating from our learning. This includes a wide range of participation and co-production work with children and families, with the young inspectors programme and the Family Advisory Board at the heart of this work. This role will play a key role in preparing for and responding to OFSTED inspections of Children's Services.

The post-holder will be an experienced practitioner with a strong track-record of leadership across children's services. This role will require in-depth theoretical knowledge of social work and systemic family therapy, with experience of designing and delivering professional development programmes. This will include a strong and clear presentational style and a clear approach to teaching and learning. The Director of Relational Practice will take a leading role in engaging with academic partners and

overseeing the evaluation of the relational practice approach. They will develop and lead innovative evidence-based programmes. They will work with academic partners to create a 'community of practice' to enhance the Centre for Relational Practice. The post-holder should be used to working independently and leading the development of a practice model, requiring self-sufficiency and experience of autonomous decision-making. This role will represent the council in a range of regional and national forums, and ensure that the voices of residents are strongly represented.

The Director of Relational Practice role is also responsible for overseeing support across the Camden Safeguarding Children Partnership, working with the Independent Scrutineer and ensuring effective engagement from across Children's services with the activity of the partnership.

This post is a member of the Children and Learning Directorate Management Team and will play a key role in the development of services across the Directorate. As a senior leader, the post will be responsible for leading on key elements of the council's neighbourhoods approach working with services across the council and with its partners.

The delivery and improvement of good quality and relevant services to Camden residents underpins everything we do. This role contributes to this ambition as it is vital to children's learning and well-being and, as the children move to adulthood, the well-being of the community.

About you

Qualifications and Experience

You must have a degree (or equivalent) and have substantial experience in Children's Services in a local authority. You must be social work qualified and hold a clinical qualification in Systemic Family Therapy and experience in supervising clinicians.

You should have the following knowledge and skills:

- An excellent, in-depth, current knowledge of children's services legislation and practice
- The ability to provide and over-see clinical support for professionals affected by work-related trauma
- The ability to design and communicate a systemic and relational approach to practice in a clear and accessible way.
- An ability to teach key elements of systemic practice and social work.
- Experience, knowledge and ability to deliver case consultation and supervision of high-risk, high-profile safeguarding work, including exploitation and contextual safeguarding cases.
- Ability to represent the council across regional and national forums, and clearly articulate the ambition and aspiration of the Centre for Relational Practice
- Experience of working closely with politicians, members of cabinet and the Leader of the council. Ability to support member development and understanding of issues across children's social care.
- Experience of working with academic partners to develop and evaluate programmes of intervention.
- Experience of leading on children's social care improvement work, including leadership and practice development.
- A clear commitment to working to improve the quality of services to all children, particularly our most vulnerable children and those in care.
- Experience of designing, implementing and evaluating a workforce development strategy, including developing a career progression approach to retention.
- Experience of delivering presentations and workshops to support cross-regional approaches to improvement and practice development.
- A proven ability to work collaboratively with parents and carers as partners, both through individual case-work and in co-producing strategies and provision
- Experience of delivering practice and clinical supervision to social workers and systemic practitioners
- A good understanding of local safeguarding partnerships breadth of organisations across the community

- Experience of leading organisational and cultural change programmes, including effective strategies to communicate and engage with the workforce
- Excellent communication and staff management skills, including high expectations of performance
- A good awareness of financial prioritisation and practice
- Proven experience of good relationships with key stakeholders, including councillors, schools, parents/carers, the voluntary sector
- A commitment to partnership working in a complex environment

Work Environment:

This post is based at Camden Council Offices, 5 Pancras Square, London N1C 4AG, next to Kings Cross and St Pancras International stations.

The postholder will be expected to be on site, including in schools, for many of the days but they may also work from home and communicate on Teams/Zoom for some of the time, as appropriate.

Budget Management Responsibilities:

The budget of the 4 areas within this role is as follows:

- Centre for Relational Practice
- Workforce Development
- Quality Assurance
- Safeguarding Partnership

The full budget for the Division will be in region of £1 million per annum including the staffing and non-staffing budgets and managing pathfinder and other government time-limited funding pots to progress change agendas across Children's Services.

People Management Responsibilities:

The postholder is responsible for the following teams:

- Centre for Relational Practice
- Workforce Development (Children and Learning Academy)
- Quality Assurance (across the whole Directorate and the Safeguarding partnership)

This new Division will have a workforce of up to 40 FTE over time.

Relationships:

Good relationships with all staff and partners are essential. The postholder will be working closely with a range of people, including:

- Councillors
- Schools (Headteachers and Governors)
- Parents/carers
- Chief Executive of Camden Learning
- Chair of Camden Learning
- Colleague directors and Heads of Service in Camden
- Social workers
- Health colleagues, including CAMHS
- Department for Education

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?

This is a politically restricted post.

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 other ethnic groups, those who identify as LGBT+, neurodiverse and disabled people. 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,

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