

Corporate Services – Director of Equalities & Disproportionality

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-holder's area of focus.
- Lead by example in championing and furthering equality and diversity within the workplace and in the delivery of our services.

Corporate Services

Corporate Services Directorate: summary of directorate purpose

The 'Corporate Services' directorate is responsible for supporting and co-ordinating the development of the organisation's strategic direction and for ensuring the smooth and efficient running of many of our key systems and processes.

Through the provision of professional expertise, it provides the necessary capacity and capability to support the organisation develop and implement policy and support wider innovation and change.

This directorate therefore brings together Digital and Data Services, Policy, Participation and Communications, Law and Governance, Human Resources and Organisation Development, Finance and Procurement, Customer Services, our Inclusive Innovation Network and the Director of Equality role.

Tier 2: Director of Equalities

To provide the strategic and operational leadership to ensure the Council's commitment to equalities is driven forward.

- Lead the Council's response to Black Lives Matter and Disproportionality by convening the existing work streams on equalities, and managing the emerging work streams as a result of the pandemic, ensuring these all align
- Oversee the implementation of the actions and recommendation from the Covid disproportionality working group
- Ensure the council meets its statutory responsibilities relating to equalities
- Share evidence collected and continue to validate the findings
- Co-design action plans with our communities and lead on an outward facing role around building cohesive communities.
- Be a leading voice in the national agenda in tackling race inequalities and share best practice with other local authorities
- Ensure equality governance arrangements are effective and embedded through the Council
- Lead evidence based projects to drive reductions in inequalities across our communities
- Feed in best practice on service design and practices that support our equalities commitments for our communities
- Collaborate with colleagues in HR and OD to support equalities work for our workforce

- Ensure strong and visible leadership in embedding the strategic commitment to equalities across the organisation
- The initial focus for the role will be on the inequalities faced by our Black, Asian and Minority Ethnic communities but the role will also lead on the broader equalities agenda across our communities

Person Specification

- Experience of leading significant, impactful equalities work
- 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 significant organisational achievements
- Strong understanding of the equalities issues nationally and locally
- Strong understanding of the statutory requirements and best practice developments in the equalities field
- Strong commitment to creating inclusive services that are focused on our citizens and communities
- Must have a collaborative personal style and highly effective interpersonal skills and presentational skills.
- Must have a coaching / developmental leadership style that fits our 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
- 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.
- Able to constructively challenge ways of thinking about how services are delivered
- Ability to work in an agile and iterative way with a strong commitment to transparency
- Ability to develop high performing teams to deliver excellence across professional and support services
- Drive energy, enthusiasm and commitment to deliver
- Strong communication skills
- Gain and retain the confidence of colleagues and stakeholders
- Flexibility and personal resilience to adapt as necessary
- Demonstrable commitment to equality, diversity and inclusivity