

## Chief Executive - Role Outline & Purpose

### Chief Executive job summary

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 and mission-oriented organisation. Our four Missions represent our cross-cutting ambitions for our future – requiring deep partnership across sectors 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 are looking for an exceptional, visionary, purposeful and collaborative Chief Executive to help us to continue to deliver on that ambition. We are

You will lead a high performing organisation that continues 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.

We are at the forefront of thinking about the future of public services – designing, testing and learning new approaches to traditional services that ensures they are responding to the challenges of our current moment and the future. 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 are looking for an authentic leader who is compassionate, reflective, committed to learning, works with empathy and is 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.

### Chief Executive job specific accountabilities

- To be the principal adviser to 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.
- This will include the development of a culture of continuous learning, experimentation and adaptations to the system. Seeking evidence to focus on root cause and put simply ensuring the organisation measures effectiveness from our citizen's point of view to ensure resources are invested where we can have most impact.
- Alongside the Section 151 officer exercise strong financial management and a commitment to outcome-based financial planning in order to balance increasing demand for services and reducing income.
- 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 the Council 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.
- Create strong relationships with strategic partners that enables the Council to work across the whole system to achieve the greatest outcomes for our residents. You will need to play a key part in the strategic future of Euston and the North Central London health partnership
- Represent the Council by promoting its image and reputation on a national and London wide stage whilst also helping to influence the environment within which the Council operates at regional and national level. You will also represent the Council at civic and borough occasions as required.
- Manage the interface between Elected Members and Senior Officers, maintaining the essential Member / Officer partnerships and processes.

### Chief Executive job specific accountabilities

- Ensure the effective co-ordination of bids and resources to promote the sustainable regeneration of Camden, responding to the needs of the community and the environment.
- The Chief Executive role in Camden has over recent years acted as the Clerk for the North London Waste Authority (NLWA). The NLWA decides who provides those roles but if chosen there is a modest additional payment for undertaking that role. It is possible although not guaranteed that whoever is successful in this process will be asked to undertake that role with the expectation from Camden being that if they are asked, they will serve in the role.
- Undertake the statutory role of Returning Officer and Acting Returning Officer for all elections and referendums in Camden ensuring that all elections are conducted in accordance with the law and to a high standard.
- Alongside the Section 151 and Monitoring officer and whilst recognising their respective statutory roles work together to ensure that the business of the Council is conducted lawfully, prudently and ethically.
- To be an active participant in pan-London agendas in support of Chief Executive colleagues across London and provide cross-organisational leadership on key agendas as required.
- To provide strong, clear, compassionate and decisive leadership as required during emergency management situations – supporting pan-London needs including participating in the GOLD rota.
- 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 an enhanced DBS check.

### Chief Executive Person Specification

- Impressive track record at an Executive 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 beyond organisational boundaries.
- Must have a good understanding of the financial context of and current issues and challenges in local government.
- Must have a good understanding of the political, social, and economic context and challenges in local government in Camden, across London and nationally.
- 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.
- 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.