

JOB SUMMARY

Post Title	Consultant in Public Health						
Job Family	<i>Business Support</i>	Pay Range	16	Line Manager to others?	Yes /No	Role profile ref	<i>BS16</i>
Service Area	<i>Public Health</i>						
Line Manager	<i>Director of Public Health</i>						
Location	<i>County Hall / agile</i>						

Job Purpose

To lead on improving the health and wellbeing of Isle of Wight residents which is underpinned by the statutory public health duty placed on local government to take such steps as it considers appropriate to improve health of its residents. The post-holder will take responsibility for a strategic objective of the Council and the Health and Wellbeing Board and act as a change agent to enable delivery of relevant outcome indicators from the public health, NHS and social care outcome frameworks.

The post-holder will be expected to lead across organisations, be able to influence budgets held by those organisations as well as advocate for change effectively, to improve population and planetary health. The post-holder will deal with complex public health issues, provide public health advice and leadership to other system partners, and provide strategic input to inform public health and wider system commissioned decisions. They will provide leadership of the public health team and take a creative and flexible attitude to changes in roles and function according to population and business need.

A formal job plan will be agreed between the post holder and the line manager (the Director of Public Health) three months after commencing the post and at least annually thereafter.

Job Context (key outputs of team / role to provide some specific examples of role profile accountabilities)

- Strategic Public Health Leadership
- Provide strategic leadership and management for the Council, deputising for the Director of Public Health and promoting cross-council solutions to deliver the Council's public health outcomes for their communities.
- Leading a range of public health issues and work across organisational and professional boundaries acting as a change agent managing complexity to deliver improvements in health and wellbeing and influencing work to others outside of public health such as council colleagues and the NHS.
- Lead on a number of complex programmes commissioning services (drugs and alcohol., Sexual Health, Domestic Abuse, Behavioural risk factors and oversight of screening and immunisation programmes) with over 300 staff.
- Providing briefings on the health and wellbeing needs of local communities to Councillors, Council.
- Strategically leading the development, implementation and delivery of complex public health policies and programmes across the system. This will include taking the lead in developing specialist detailed inter-agency and interdisciplinary strategic plans and programmes based on needs assessments which may lead to service specifications (and supported by the Strategic Manager). The post-holder will be expected to lead the appropriate to the procurement process.
- Providing expert public health support and whole system leadership to ensure an evidence-based approach for commissioning and developing high quality equitable services, within and across a range of organisations including voluntary, public and private sector. This includes the health service component of the mandated core service. This will include expertise in evaluation and development of appropriate KPIs.
- Leading and developing information and intelligence systems to underpin and inform public health action across disciplines and organisations. This includes providing leadership for collation and specialist interpretation of relevant data including strategic leadership and direction of the JSNA, PNA and the statutory Public Health Annual report. Leading on behalf of the Director of Public Health, this will include leading integration of the appropriate elements of the public health, NHS and social care outcomes frameworks within the systems developed by the local authority as well as with relevant partner organisations.
- Lead in the development and implementation of robust strategies for improving the health and wellbeing of local communities including ensuring qualitative and quantitative measurements are in place to demonstrate improvements. This may include taking responsibility for the judicious use of the ring-fenced public health grant and working with ICSSs, Trusts, the contractor professions, OHID, NHS England, and UKHSA.

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- Providing the key local authority link to the research community, providing advice and support to colleagues and co-ordinating appropriate access to scientific information. The post-holder will be expected to take part in relevant research networks and to influence research programmes of such networks so that the research needs of the local authority are considered.
- Taking responsibility for leading the training obligations of the public health team, including becoming the Educational Supervisor. These duties will be agreed jointly with the relevant Head of the School of Public Health.

Service Management

- To provide highly effective leadership and management to the public health team and commissioned public health and clinical services ensuring a positive impact across both partners and communities. Ensure the development of staff and embed a culture of continuous improvement to maintain efficiency and maximise public health outcomes.
- To undertake all aspects of strategic service planning and delivery in line with the organisational and directorate objectives including financial and workforce planning, policy development, and process / system improvement. Ensure best practice is adopted throughout the service.
- To be accountable for ensuring the delivery of all service outcomes under their portfolio and performance targets for areas of responsibility. This will include system accountability for the relevant portfolio also.

Knowledge, Skills and Experience

Role Profile requirements.	Job specific examples. (if left blank refer to left hand column)	Essential	Desirable
Substantial relevant experience of delivering specialist services which support complex service delivery, with expert technical /professional knowledge and experience.	<i>Evidence of ability to initiate and lead a complex strategic public health programme of activities that assist the council in the delivery of agreed corporate priorities involving a range of partners.</i>	X	
	<i>Experience of implementing effective complex and robust governance approaches which secure successful delivery of public health outcomes both with internal and external stakeholders.</i>	X	
	<i>Ability to analyse and interpret both qualitative (including health economics) and quantitative information to inform service planning and effective decision making and strategic review of service provisions.</i>	X	
	<i>Proven ability to deliver programmes that support complex service delivery with expert and technical knowledge and experience.</i>	X	
Expert applied knowledge of the service area, the authority and the interrelationships with other	<i>Significant programme management experience and operational project mobilisation and execution experience to establish constructive working relationships with a range of stakeholders.</i>	X	
	<i>Experience of commissioning, procurement and contract management of suppliers within a local government public health environment.</i>	X	
	<i>High level of understanding of epidemiology and statistics, public health</i>	X	

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	<p><i>practice, health promotion, health economics, and health care evaluation</i></p> <p><i>In depth understanding of the health and care system and the relationships with both local national government and an understanding of the social and political environment in which the role operates.</i></p> <p><i>In depth knowledge of methods of developing clinical quality assurance, quality improvement, evaluations and evidence based public health practice</i></p> <p><i>Strong and demonstrable understanding of interfaces between health, social care and key partners (dealing with wider determinants of health)</i></p>	<p>X</p> <p>X</p> <p>X</p>	
Excellent understanding of emerging developments within the scope of the specialist area.	<p><i>Evidence of meeting minimum CPD requirements (i.e. be up to date) in accordance with Faculty of Public Health requirements or other recognised body</i></p> <p><i>Good understanding of the emerging health and care integration agenda and requirements for successful delivery through coordinated public sector service delivery arrangements and external influences.</i></p>	<p>X</p> <p>X</p>	
Extensive and comprehensive knowledge of the Council's constitution, processes and procedures, with an understanding of political sensitivities.	<p><i>Possessing a clear understanding of the confines within which strategic and operational decisions can be undertaken within delegated authority and which require senior managers, stakeholder and political exposure and formal decision making.</i></p> <p><i>Ability to work within a political system irrespective of personal political affiliations.</i></p> <p><i>High standards of professional probity and strong commitment to public health principles</i></p> <p><i>Understanding of the public sector duty and the inequality duty and their application to public health practice.</i></p> <p><i>Thorough understanding of political sensitivities.</i></p>	<p>X</p> <p>X</p> <p>X</p> <p>X</p>	
Experience of leading projects, which impact the area of specialism, IWC and wider partner relationships with a demonstrative understanding of project management methodologies and systems.	<p><i>Experience of leading large scale and complex programmes/projects through robust project/programme methodology that secures delivery on time, within budget and to required standards and expectations.</i></p>	<p>X</p> <p>X</p>	

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	<p><i>Experience in securing effective employee engagement and influencing staff, senior managers, members and other stakeholders to achieve agreed outcomes.</i></p> <p><i>A proven track record in developing and delivering strategies that delivers transformation and integration of services across public sectors.</i></p> <p><i>Ability to lead and manage the response successfully in unplanned and unforeseen circumstances</i></p>	<p style="text-align: center;">X</p> <p style="text-align: center;">X</p>	
<p>Authority and credibility to build relationships and engage successfully with colleagues, partners and customers. Excellent persuasion and negotiating skills, in order to motivate people and partnerships and influence strategic decisions and outcomes critical to the organisation.</p>	<p><i>Demonstrable evidence of the ability to engage, influence, negotiate and constructively challenge with a view to reaching a consensus on required outcomes.</i></p> <p><i>Highly effective presentation skills that engage the audience; conveys key messages and is outcome focussed in content.</i></p> <p><i>Demonstrable evidence of developing and maintaining an inclusive working environment and actively promoting and celebrating the diverse life experience that people bring.</i></p> <p><i>Evidence of ability to challenge unlawful discrimination, harassment and victimisation or having taken steps to prevent such situations arising.</i></p> <p><i>Able to influence senior members including directors and CEOs.</i></p> <p><i>Ability to demonstrate credible working relationships with communities.</i></p>	<p style="text-align: center;">X</p> <p style="text-align: center;">X</p> <p style="text-align: center;">X</p> <p style="text-align: center;">X</p> <p style="text-align: center;">X</p> <p style="text-align: center;">X</p>	
<p>Excellent ICT skills - including use of Microsoft applications and specialist systems which support procedures and record keeping.</p>		X	
<p>Proven experience of producing and delivering long term plans developing and delivering strategy and policy which satisfy the Council's objectives.</p>	<p><i>Ability to establish strategic and operational plans and policies that facilitate the successful delivery of priorities and agreed key activities.</i></p> <p><i>Evidence of ability to translate conceptual ideas into tangible strategies and workable plans that are aligned to organisational objectives and vision.</i></p>	<p style="text-align: center;">X</p> <p style="text-align: center;">X</p>	
<p>Extensive experience of managing change effectively in a variety of functional and business environments.</p>	<p><i>Possess a positive "can do" approach which inspires others to achieve.</i></p> <p><i>Evidence of self-awareness and understanding of the impact of own approach and behaviour on others and is</i></p>	<p style="text-align: center;">X</p> <p style="text-align: center;">X</p>	

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	<p><i>flexible to adapt style and approach to the differing needs of people.</i></p> <p><i>Substantial experience in leading the delivery of change and improvement programmes within specific areas of responsibility and provide the necessary assurance to governance boards.</i></p> <p><i>Proven ability of working effectively in a variety of functional and business environments across partnerships and organisations.</i></p>	<p>X</p> <p>X</p>	
Excellent leadership skills to inspire, motivate and develop team members to high levels of performance. Initiative, strategic and political awareness demonstrated in innovative approach to problem solving and decision making.	<p><i>Able to demonstrate highly effective leadership skills, and able to evidence ability to operationally manage a range of business functions to ensure the delivery of statutory services</i></p> <p><i>Experience of leading and motivating multi-disciplinary/virtual teams to achieve a common goal with demonstrable track record of success</i></p> <p><i>Demonstrable evidence of developing and maintaining a positive health, safety and wellbeing culture within the service where all aspects of working practices are compliant with council policies and procedures and where staff are actively engaged in promoting a safe working environment.</i></p> <p><i>Ability to convey complex and sensitive information to explain public health issues at all levels of working</i></p> <p><i>Ability to quickly analyse issues, identify priorities and to create and implement solutions.</i></p> <p><i>Demonstrable ability to undertake financial analysis, interpret financial data and develop sound and robust business cases for decision making purposes</i></p> <p><i>Commitment to team working, and respect and consideration for the skills of others with experience of staff management and training and able to both lead teams and to able to contribute effectively in teams led by junior colleagues</i></p> <p><i>Proven cross system partnership working. Initiative, strategic and political awareness demonstrated in innovative approach to problem solving and decision making.</i></p>	<p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p>	
Qualifications			
Role Profile requirements.	Job specific examples.	Essential	Desirable

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	(if left blank refer to left hand column)		
Educated to degree level or equivalent standard.	<i>Masters in Public Health or equivalent</i>	X	
Post graduate qualification.	<i>The National Health Service (Appointment of Consultants) Regulations 1996 (legislation.gov.uk)</i> <i>In line with legislation, inclusion in the GMC Full and Specialist Register with a license to practice/GDC Specialist List or inclusion in the UK Public Health Register (UKPHR) for Public Health Specialists at the point of application.</i>	X X	
Relevant professional qualification.	<i>MFPH by examination, by exemption or by assessment, or equivalent</i>	X	
Professional registration may be required.	<i>If included in the GMC Specialist Register/GDC Specialist List in a specialty other than public health medicine/dental public health, candidates must have equivalent training and/or appropriate experience of public health practice.</i> <i>Public health specialty registrar applicants who are not yet on the GMC Specialist Register, UKPHR register or GDC Specialist List in dental public health must provide verifiable signed documentary evidence that they are within 6 months of gaining entry to a register at the date of interview.</i> <i>If an applicant is UK trained in Public Health, they must ALSO be a holder of a Certificate of Completion of Training (CCT), or be within six months of award of CCT by date of interview. If an applicant is non-UK trained, they will be required to show evidence of equivalence to the UK CCT [see shortlisting notes below for additional guidance]</i>	X X	X
May require relevant certifications including evidence of fluency in English language.			
Other Requirements			
<i>May require relevant certifications including evidence of fluency in English language.</i>			
<i>To participate in the council's emergency management on call rota</i>			
<i>Enhanced DBS check</i>			
<i>A good understanding of working in a political environment irrespective of personal political affiliations and experience of working with elected members and other Non Executives/Trustees across system working</i>			
<i>Applicants must meet minimum CPD requirements (i.e. be up to date) in accordance with Faculty of Public Health requirements or other recognised body</i>			
<i>Participate in the organisation's staff appraisal scheme and quality improvement programme and ensure appraisal and development of any staff for which s/he is responsible.</i>			
<i>Undertake an annual professional appraisal including completion of a programme of CPD, in accordance with Faculty of Public Health requirements, or other recognised body, and undertake revalidation, audit or other measures required to remain on the GMC/GDC Specialist Register or the UK Public Health (Specialist) Register or other specialist register as appropriate. In agreement with the DPH, contribute to the wider the public health professional system by becoming an appraiser or practitioner appraiser for a specified period of time.</i>			

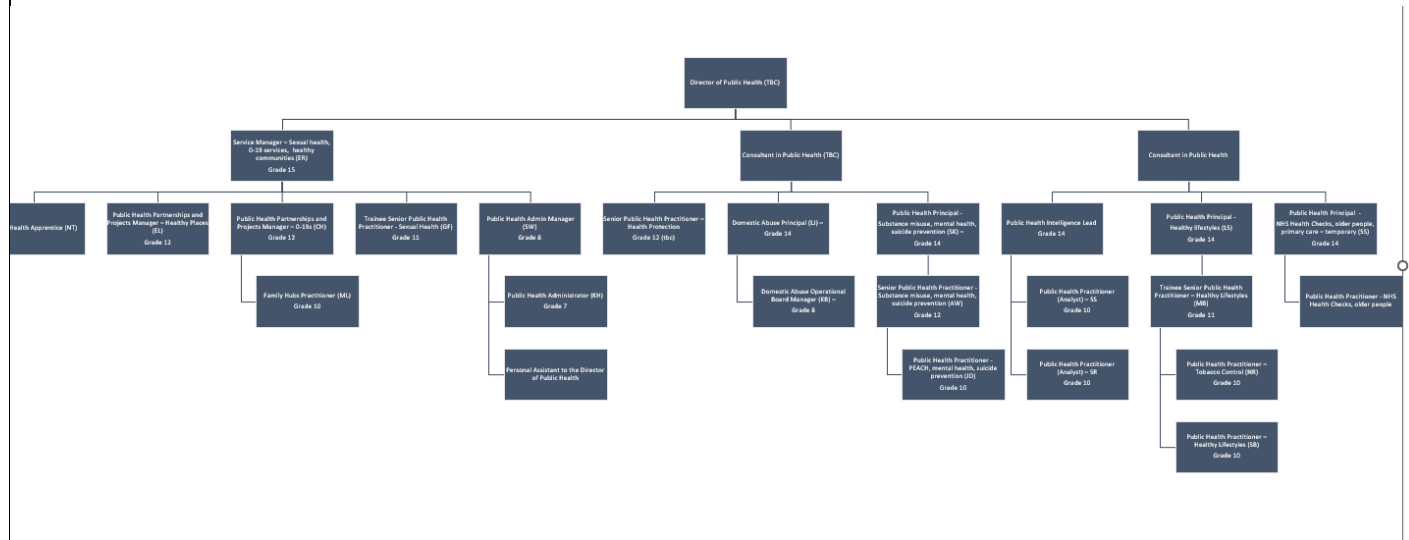
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Practise in accordance with all relevant sections of the General Medical Council's Good Medical Practice (if medically qualified) and the Faculty of Public Health's Good Public Health Practice and UKPHR requirements.

Contribute to medical professional leadership within the health system.

The postholder is expected to demonstrate a high level of expertise in the Faculty of Public Health Competencies (appendix 1)

Organisation Structure (optional)



Appendix 1: FACULTY OF PUBLIC HEALTH COMPETENCIES

(Based on the 2022 Public Health Specialty Training Curriculum)

Use of public health intelligence to survey and assess a population's health and wellbeing

To be able to synthesise data from multiple sources on the surveillance or assessment of a population's health and wellbeing and on the wider environment, so that the evidence can be communicated clearly and inform action planning to improve population health outcomes.

Assessing the evidence of effectiveness of interventions, programmes and services intended to improve the health or wellbeing of individuals or populations

To be able to use a range of resources to generate and communicate appropriately evidenced and informed recommendations for improving population health across operational and strategic health and care settings.

Policy and strategy development and implementation

To be able to influence and contribute to the development of policy as well as lead the development and implementation of a strategy.

Strategic leadership and collaborative working for health

To use a range of effective strategic leadership, organisational and management skills, in a variety of complex public health situations and contexts, dealing effectively with uncertainty and the unexpected to achieve public health goals.

Health improvement, determinants of health and health communications

To influence and act on the broad determinants, behaviours and environmental factors influencing health at a system, community and individual level to improve and promote the health of current and future generations. To be proactive in addressing health inequalities and prioritising the most vulnerable or disadvantaged groups in the population.

Health protection

To identify, assess and communicate risks associated with hazards relevant to health protection, and to lead and co-ordinate the appropriate public health response. To understand how those risks associated with hazards relevant to health protection may be influenced by climate change and environmental degradation currently and in the future.

Health and care public health

To be able to improve the efficiency, effectiveness, safety, reliability, responsiveness, sustainability and equity of health and care services through applying insights from multiple sources including formal research, health surveillance, needs analysis, service monitoring and evaluation.

Academic public health

To add an academic perspective to all public health work undertaken. Specifically to be able to critically appraise evidence to inform policy and practice, identify evidence gaps with strategies to address these gaps, undertake research activities of a standard that is publishable in peer-reviewed journals, and demonstrate competence in teaching and learning across all areas of public health practice.

Professional, personal and ethical development

To be able to shape, pursue actively and evaluate your own personal and professional development, using insight into your own behaviours and attitudes and their impact to modify behaviour and to practise within the framework of the GMC's Good Medical Practice (as used for appraisal and revalidation for consultants in public health) and the UKPHR's Code of Conduct.

Integration and application of competencies for consultant practice

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To be able to demonstrate the consistent use of sound judgment to select from a range of advanced public health expertise and skills, and to use them effectively, working at senior organisational levels, to deliver improved population health in complex and unpredictable environments.