

## JOB SUMMARY

<b>Post Title</b>	Trainee Senior Public Health Practitioner (developmental role)						
<b>Job Family</b>	<i>Partnership, commissioning and contracts</i>	<b>Pay Range</b>	11	<b>Line Manager to others?</b>	<b>Yes</b>	<b>Role profile ref</b>	<i>PCC11</i>
<b>Service Area</b>	<i>Public Health</i>						
<b>Line Manager</b>	<i>Public Health Principal</i>						
<b>Location</b>	<i>Agile/County Hall in Newport, home and where it is appropriate to work. The role is based at County Hall in Newport where a flexible working policy is in place. Occasional travel to the Hampshire County Council offices in Winchester is also required.</i>						

### Job Purpose

To develop, implement, commission, deliver and performance manage a range of Public Health programmes and projects across the Isle of Wight to address national and local Public Health priorities.

To provide specialist Public Health support to professional groups and organisations and other key stakeholders to ensure there is a co-ordinated and evidence-based approach to programme/project implementation and delivery.

This role will be supported with a development programme achieving a number of goals to develop and demonstrate progression in competences with the aim to work at Senior Public Health Practitioner level. On achieving these goals, the post holder will progress through gateways until Grade 12 is reached. During this time the person delivering this role will be supported and given appropriate training. The volume and complexity of work will be commensurate with the experience of the postholder and is expected to increase as progression is achieved and evidenced.

You will work closely with colleagues in Hampshire County Council as part of the Public Health Partnership arrangements.

### Job Context

- To contribute to the development, delivery and evaluation of public health business plans.
- To lead and contribute to service development and redesign for specific areas of public health to increase clinical and cost effectiveness and drive continuous quality improvement, with support from the Principal as appropriate/required.
- To generate and apply insight data to inform the development of targeted interventions with communities at high risk of poorer outcomes to reduce inequalities. Contribute to needs assessments, public consultation and equity audits.
- To develop evidence-based outcomes measures to be able to monitor, evaluate and report on the performance of public health programmes/projects and key public health outcomes against targets, indicators and feedback.
- To manage, develop and sustain key working relationships across a number of organisations, providing specialist public health input to a range of partnerships in order to facilitate collaborative working with commissioners, providers, private sector and voluntary sector stakeholders, identify local public health priorities and develop the action plans, policies and strategies to meet these priorities.
- To allocate and manage resources, at an appropriate level, with support from the Principal, including budgets, for specific public health programmes and projects.
- To contribute to public health training, including public health training for trainees and practitioners who have a public health focus to their jobs, and for multi-agency, community-based training events to promote and support the delivery of public health initiatives and programmes.
- To deputise for the Public Health Principal as required.
- To provide assurance to the Public Health Principal as required.
- To contribute to local and national public health audits and research projects in order to develop evidence of effectiveness in a range of public health areas.
- To provide effective line management to the Practitioner(s) undertaking all necessary people management tasks and ensuring appropriate development and performance management.

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<b>Knowledge, Skills and Experience</b>			
<b>Role Profile requirements.</b>	<b>Job specific examples.</b> (if left blank refer to left hand column)	<b>Essential</b>	<b>Desirable</b>
Substantial relevant experience of the service area / profession, with evidence of capacity to achieve specialist knowledge and work responsibilities appropriate to the role.	Relevant knowledge in one or more public health areas and the broader public health agenda.  Significant experience in commissioning and contract management in public health, health, or other public sector services.	<b>E</b>	
Authoritative knowledge of relevant systems, policies, processes, regulations, professional guidelines and legislation relevant to the specialist work area.	Good understanding of the wider determinants of health and inequalities and current public health policy. General understanding of public health and the concepts, principles and models underpinning health improvement.	<b>E</b>	
Good knowledge of other areas of the authority relevant to the service and of wider sector / external influences / developments.	Good communication, presentation, and interpersonal skills, with the ability to use effective influencing and negotiation skills in and beyond own organisation.	<b>E</b>	
Good ICT skills including Microsoft applications and specialist systems.		<b>E</b>	
Excellent communication and interpersonal skills with the ability to engage effectively with a range of audiences and explain specialist information in a way which a non-specialist can understand.	Evidence of ability to build effective relationships and credibility with a wide range of professional groups and organisations.  Experience of collaborative multi-agency/multi-disciplinary working and ability to engage and work with people at all levels, including harder-to-reach communities.	<b>E</b>	
Proven research skills demonstrating evidence of the ability to gather and interpret information effectively.		<b>E</b>	
Proven ability to identify and diagnose problems/issues and develop solutions/recommendations.	Ability to analyse complex datasets and performance data and present highly complex data clearly and concisely to audiences of all capabilities and attitudes. Understanding of evidence-based practice and research methods.	<b>E</b>	
Good planning and organisational skills, with proven ability to prioritise and co-ordinate workloads, monitor and evaluate work, to ensure deadlines are achieved.	Evidence of developing, delivering, and managing public health programmes, including multiagency partnership working and public and practitioner involvement, within agreed timescales and resources.  Significant experience of commissioning, contract management, project management in public health, health, or public sector settings.	<b>E</b>	
	Experience of development, motivation and supervision of staff. Proven ability to monitor their performance and if necessary, take corrective action.		<b>D</b>
Good literacy and report writing skills.	Significant experience of writing reports, specifications and agreements.	<b>E</b>	
Good numeracy and analytical skills. Accurate with good attention to detail.	Ability to analyse and report on the performance of public health programmes and projects.	<b>E</b>	
Experience of financial processing and / or budget management.	Allocate and manage resources, including budgets, for specific public health programmes and projects.		<b>D</b>

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Experience of monitoring and evaluating contract compliance / performance.	Experience of carrying out equity audits, implementing health or health related strategies and policies, project managing public health programmes and managing and facilitating change.		<b>D</b>
Experience of managing projects.	Experience in determining project related targets and monitor activity, timelines and maintain projects within budgets	<b>E</b>	
<b>Qualifications</b>			
<b>Role Profile requirements.</b>	<b>Job specific examples.</b> (if left blank refer to left hand column)	<b>Essential</b>	<b>Desirable</b>
Educated to degree level or equivalent standard.	Educated to degree level in a relevant field or able to demonstrate substantial equivalent experience in a public health field.	<b>E</b>	
Relevant professional qualification - or working towards this.	UK Master's degree or postgraduate diploma, <b>or</b> able and willing to complete the qualification as part of the development programme	<b>E</b>	
	Must be an accredited public health practitioner, <b>or</b> willing and able to achieve registration as part of the development programme.	<b>E</b>	
GCSE	GCSE Maths and English grade 4 or above or equivalent qualification or experience	<b>E</b>	
May require relevant certifications including evidence of fluency in English language.		<b>E</b>	
<b>Other Requirements</b>			
<i>May be required to undertake additional duties as commensurate with role and grade</i>			
<b>Organisation Structure (optional)</b>			
<pre> graph TD     A[Director of Public Health] --&gt; B[Public Health Specialist/Consultant]     B --&gt; C[Public Health Principal]     C --&gt; D[Public Health Senior Practitioner (Trainee)]     D --&gt; E[Public Health Practitioner]             </pre>			