

Job Profile

Job Title:	Assistant Director, Public Health Consultant, Resources
Directorate	Resources
Service/Section:	Public Health
Post Number(s)	
Job Evaluation Number	G13
Grade:	
DBS required	
Date last revised	
Reports to	Director of Public Health

Reporting staff:
Trainees

Duties and Responsibilities

- Work as part of the public health senior management team, providing public health leadership, advice and support to public health practitioners within the public health department, to colleagues and departments across the Council and to other partner organisations including the CCG/local NHS and voluntary sector
- Lead and manage various programmes of work focused on health improvement and reducing inequalities for adults and older people, including responsibility for commissioning of public health services such as substance misuse; developing, implementing and evaluating joint pathways, service models and commissioning approaches with Adult Social Care and NHS colleagues focussing on preventative and holistic care; delivering specific commissioning support to the NHS, influencing spending of its substantial budget (>200M) is evidence-based; providing senior leadership for population health management to the local health and care integration programme and Health and Wellbeing Board
 - Lead on strengthening and embedding a 'Health and All policies' approach across the council, working particularly closely with colleagues in the Environment and Regeneration department
 - Support the Health and Wellbeing Board's programme to transform the deprived part of the borough including the development of an innovative health and community facility providing a new model of an integrated health and wellbeing offer that is led and owned by clinicians and the community
 - Cover the department's health intelligence function, developing further the statutory joint strategic needs assessment and associated information products; working collaboratively with the analyst network across the council to support data and evidence-informed decision making, and through Havering Health and Care Together to shape the future intelligence function underpinning effective joint commissioning and health and care integration. Lead the Public Health statutory health protection function, covering oversight over emergency preparedness, infection control, screening and immunisation, working closely with NHS England, Public Health England, local NHS providers and the Local Authority scrutiny function.
 - Fulfil an effective educational supervisor role, heading up the education function for Public Health trainees and GP trainees, attracting continuous placements of high calibre candidates to work in the Public Health team and in turn receive good quality training
 - Analyse complex public health issues, undertake critical appraisal of quantitative and qualitative data, model expected impacts, engage public and service users effectively, and develop business cases to inform evidence based public health interventions
 - Understand other cultures to advice, challenge and advocate to enable effective working across organisational boundaries and influencing without direct authority
 - Manage relevant Public Health staff and delegated budgets
 - Carry out delegated tasks on behalf of the Director of Public Health as well as representing the Director of Public Health and the service at meetings and events, as required.

NB Areas of work will change over time as projects come to an end and the needs and priorities of the department and organisation change. All consultant portfolios are subject to regular review.

KEY TASKS The post holder will undertake the following:

- Be responsible for the development, implementation and delivery of strategic plans, programmes and policies focused on improving the health and wellbeing of the population of
- Havering and reducing health inequalities;
- Provide expert public health advice and leadership to support and inform an evidence-based approach within ethical frameworks for developing high quality, equitable health and social care services and programmes, across primary, secondary and social care, and across sectors including local government, the NHS, the community and voluntary sectors;
- Develop and utilise information and intelligence systems to underpin public health action across disciplines, Council departments and organisations, leading the collation, interpretation and dissemination of relevant data and information;
- Manage relevant staff and deliver a training programme as part of the job e.g. training Specialist Registrars in Public Health Medicine and Public Health Specialist Trainees, and GP trainees
- Lead on public health research, commission research audits/projects, and undertake research or audit.

This job description provides a summary of your key responsibilities and is not intended to be an exhaustive list. You may be required to perform other duties and tasks as assigned

Additional Requirements:

- Comply with any and all legislation and good practice appropriate to the work you undertake, and particularly that related to:
- Safeguarding
- Information security and confidentiality
- Equality, diversity and inclusion
- Health and safety
- This is an unprecedented time of social, technological and financial change. The Council needs all staff to embrace change by demonstrating a flexible attitude to work, understanding that for us to provide excellent services to the people of Havering, you may be required to undertake other duties in line with the overarching nature of this role and your level of skills and responsibility.
- Assume Gold/Silver/Bronze command as part of the Council's response to major events or emergencies
- Embrace the Council's iCare values and behaviours in all aspects of work and service delivery.
- From time to time there may be exceptional circumstances which you will be required to make yourself available to support emergency planning that may include out of hours cover.

Purpose of Role

1. Support the Director of Public Health to deliver an ambitious programme of public health leadership across a complex health and social care economy working in an integrated way with Havering Clinical Commissioning Group and the local acute hospital (BHRUT).
2. Manage a wide range of Public Health matters including complex system leadership, commissioning of Public Health services, providing commissioning support to the NHS and oversight of health protection.
3. Manage a portfolio covering adults and older people as well as health intelligence, health protection.
4. Work closely with colleagues in the Community and Housing department and the CCG/local NHS on the future development of the local health and care integration programme; with colleagues across the council on further strengthening and embedding a 'Health in All Policies' approach; and support the current Health and Wellbeing Board's programme to transform the deprived areas of the borough including the development of a health and community facility as well as its future role in a transformed health and care system.

Person Specification

Qualifications

- Contribute actively to the training programme for Foundation Year Doctors/ Specialty Registrars in Public Health as appropriate, and to the training of practitioners and primary care professionals within the locality
- 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.
- These professional obligations should be reflected in the job plan. The post-holder may also have external professional responsibilities, e.g. in respect of training or work for the Faculty of Public Health. Time allocation for these additional responsibilities will need to be agreed with the line manager.
- Pursue 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.

CORE COMPETENCY AREAS

Surveillance and assessment of the population's health and well-being

- To ensure the proper design, development and utilisation of information and intelligence systems to underpin public health improvement and action for the population across disciplines and organisations.
- To receive, interpret, provide and advise on highly complex epidemiological and statistical information about the health of populations to the Local Authority, NHS and voluntary organisations.
- To ensure the use of the best available evidence base to support the assessment of health needs, health inequalities, health impact assessment and the identification of areas for action within the local population.
- To write and/or contribute to national and local policy forming reports on the health of the population of *Havering*

Assessing the evidence of effectiveness of health and healthcare interventions, programmes and services

- To provide expert public health advice and leadership to support and inform an evidence-based approach within ethical frameworks for commissioning and to develop high quality equitable services, across primary, secondary and social care, and across sectors including local authorities, voluntary organisations and others, in potentially contentious and hostile environments where barriers to acceptance may exist.
- To be responsible for leading on service development, evaluation and quality assurance governance in specific areas and for preparing and adjusting action plans in line with changing needs and changing geographical boundaries.
- To provide expert advice to support evidence based commissioning, prioritisation of services for the population (and in some circumstances for the individual) in order to maximise opportunities for health.

Policy and strategy development and implementation

- To lead on behalf of the Havering Council on the communication, dissemination and implementation and delivery of national, regional and local policies, developing interagency and interdisciplinary strategic plans and programmes, with delegated authority to deliver key public health targets.
- To act in an expert advisory capacity on public health knowledge, standards and practice, across the spectrum of public health at Board or equivalent level.
- To be responsible for the development and implementation of multi-agency long-term public health programmes as required, based on identification of areas of potential health improvement, the diversity of local needs and the reduction of inequalities.
- To ensure proper linkages between the health agenda and strategies related to the wider determinants including for example, community safety, the environment and sustainability.

Leadership and collaborative working for health

- To take the lead role on behalf of Havering Council in developing inter-agency and interdisciplinary short and long-term strategic plans for securing health improvement both in the general population and in vulnerable groups at high risk of poor health and reduced life expectancy, in partnership with a range of agencies such as those in the statutory, non-statutory, voluntary and private sectors and by taking lead responsibility with a defined local authority. This requires the ability to work cross-directorate and across other agencies and voluntary organisations.
- To work with primary care professionals and community staff to raise awareness of their public health role.
- To lead on the integration of health, social services and voluntary organisations to promote effective joint working to ensure delivery of the wider government targets.
- To influence external agencies in their public health policy decisions by working with complex professional, managerial and population groups and other organisations in the statutory, non-statutory and private sectors

DEFINED COMPETENCY AREAS

Health Improvement

- To be responsible for designated areas of health improvement programmes, public health surveillance, population screening or geographical areas.
- To take a leadership role in specified areas with local communities and vulnerable and hard to reach groups, helping them to take action to tackle longstanding and widening health inequality issues, using community development approaches as appropriate.
- To provide expert knowledge to ensure effective community involvement with regard to all the work of the organisation including commissioning and prioritising high cost services and to ensure that policies and strategies are interpreted, developed and implemented at all levels.

Health Protection

- To take responsibility for safeguarding the health of the population in relation to communicable disease, infection control and environmental health, including delivery of immunisation targets.
- To take part in local arrangements and contributing to the on call rota for the effective control of communicable disease, environmental hazards to health and emergency planning, as detailed in local health protection agreements.
- To communicate effectively and diplomatically with a wide audience including the media and the public to change practice in highly challenging circumstances such as communicable disease outbreaks, chemical incidents, immunisation and screening.

Service Improvement

- To provide expert advice to support evidence based commissioning, prioritisation of health and social care services for the population (and in some circumstances provide highly specialised advice on preferred treatment options or protocols based on the evidence for individual patients) in order to maximise opportunities for health.
- To be responsible for implementation of NICE and National Service Frameworks or equivalent national standards, guidance and frameworks.
- To lead the developments of clinical networks, clinical governance and audit.

- To review evidence and provide highly specialised advice on preferred treatment options or protocols based on the evidence for individual patients.

Public Health Intelligence

- To analyse and evaluate quantitative and qualitative data and research evidence from a range of sources to make recommendations and inform decision making which has long term impacts.
- To compare, analyse and interpret highly complex options for running projects identified as key public health priorities, and communicate this information across organisations and the local community.
- To present, analyse and communicate knowledge in a way that appeals to diverse groups, influences decision-making and supports community engagement.
- To be responsible for the identification and implementation of appropriate health outcome measures, care pathways, protocols and guidelines for service delivery across patient pathways for the local population.
- To work with the information and intelligence are of Public Health England and other organisations to strengthen local, regional and national public health intelligence and information capacity.

Academic Public Health/ Research and Development

- To undertake and commission literature reviews, evaluative research surveys, audits and other research as required to inform equitable service and reduce health inequalities. This may involve taking the lead on R&D public health and related activities.
- To develop links with local universities to ensure the work of the organisation is based on a sound research and evidence base.
- To develop public health capacity through contributing to education and training and development within the Directorate, and within the wider public facing workforce.

Experience

- The technical scope of the role defines the experience that is required

Skills and Attributes

- Able to cope with multiple and changing demands, and to meet tight deadlines.
- A high level of intellectual rigour, political awareness, negotiation and motivation skills and flexibility are required.
- The post holder will deal with complex public health issues, advise the health and wellbeing board and make recommendations regarding services, patient care and wider determinants of health.
- A high level of tact, diplomacy and leadership is required and an ability to understand other cultures, advise, challenge and advocate to enable effective working across organisational boundaries and influencing without direct authority.

Appendix A

Job Description: Consultant in Public Health

*This specimen generic job description is intended to assist employers in the UK in establishing Consultant in Public Health (CPH) posts. These senior public health roles are for those who have completed higher specialty training in public health or equivalent and are on the GMC/GDC Specialist Register or UK Public Health (Specialist) Register. Public health is a medical specialty but also has non-medical routes of entry whose members have either undergone a postgraduate medical training under the direction of a Medical Royal College or have satisfied the UK Public Health Register (UKPHR) standards for specialist registration based on an assessed portfolio of leadership experience in public health practice equivalent to that of someone already working at a specialist level. Applicants from both the medical and non-medical routes of entry have equal status as public health consultants. Differences in the organisational details of how services are delivered in the UK should be reflected in the job description, but the criteria in the specimen person specification are the recommended **minimum** requirements for all posts. This provides a framework, but locality and post specific details should be added as indicated.*

*The Faculty of Public Health recommends that **an outline job plan** with indicated programmed activities should be attached to the job description and should include appropriate time for CPD, appraisal and revalidation and other activities such as audit etc.*

CONSULTANT IN PUBLIC HEALTH

Employing organisation: Havering Council

Title: Associate Director Public Health Consultant
(Full Time/Part Time/Job Share)

Accountable to: The post-holder will be dually accountable:

- professionally to the employing authority Havering Council

o managerially to the employing organisation via the line manager, Director of Public Health or equivalent Havering Council

Grade: NHS Consultant (dependent on experience and qualifications) **or** NHS Agenda for Change Scale 8d/9/Appropriate Local Authority Scale (the scale will be dependent on job description grading at local level, but if it is widely different from the consultant scale local authorities are advised to seek professional advice on job evaluation) or equivalent

Strategically responsible for: Delivering an ambitious programme of public health leadership across a complex health and social care economy working in an integrated way with Havering Clinical Commissioning Group and the local acute hospital (BHRUT).
Manage a wide range of Public Health matters including complex system leadership, commissioning of Public Health services, providing commissioning support to the NHS and oversight of health protection.
Act as a change agent improving health services.
Providing advice and guidance on best practice services on the basis of assessment of need, an understanding of methods of meeting those needs and approaches to getting ownership across organisations and communities

Managerially responsibility: Relevant teams within the discipline of Public Health including trainees

1. *Appointment*

This is a post for a CPH employed by the Havering Council based at Romford, London. The post-holder is a health professional for the council. The populations served are Havering Council

Job Summary

Work as part of the public health senior management team, providing public health leadership, advice and support to public health practitioners within the public health department, to colleagues and departments across the Council and to other partner organisations including the CCG/local NHS and voluntary sector

Lead and manage various programmes of work focused on health improvement and reducing inequalities for adults and older people, including responsibility for commissioning of public health services such as substance misuse; developing, implementing and evaluating joint

pathways, service models and commissioning approaches with Adult Social Care and NHS colleagues focussing on preventative and holistic care; delivering specific commissioning support to the NHS, influencing spending of its substantial budget (>200M) is evidencebased; providing senior leadership for population health management to the local health and care integration programme and Health and Wellbeing Board

On behalf of the local authority, the post-holder working with the DPH and other consultant colleagues will lead on improving the health and wellbeing of the residents which is underpinned by the statutory duty placed on local government to take such steps as it considers appropriate to improve health of its residents. The postholder will take responsibility for a strategic objective of the local authority and the Health & 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 work across organisations, be able to influence budgets held by those organisations as well as advocate for change effectively, to improve population and planetary health. They may hold direct managerial responsibility for services and budgets which directly contribute to these objectives but they will usually also have substantially greater strategic responsibilities across the council and other agencies.

Strategic objectives:

- 1.1 Ensure development and maintenance of systems and processes to enable the authority to work with partners to respond to major incidents including health protection threats. He or she on behalf of the authority and the DPH will lead on those aspects that the Secretary of State delegates to the authority. She/he will ensure that partner organisations (UKHSA, OHID, ICSs and NHS England) have appropriate mechanisms, to enable surge capacity to be delivered as and when required.
- 1.2 On behalf of the authority to take responsibility for ensuring delivery of the public health mandated services such that the full range of benefits are delivered to residents of the authority. These services include; sexual health services, NHS HealthCheck, specialist public health support to ICSs and this will include taking responsibility for the relevant outcome indicators within the UKHSA, OHID, NHS (and Social Care) Outcome frameworks and working across organisational boundaries.
- 1.3 To lead work across all Council directorates as well as influencing partnership boards (dealing with health determinants) to maximise health improvement opportunities and the reduction of inequalities in health outcomes amongst residents, both currently and for future generations. This will include using the Outcome Frameworks as well as exploring other relevant routinely collected data systems for suitable indicators.
- 1.4 To lead on improving health and social outcomes for a particular client group; early years, children, working adults, older adults, learning disabilities, mental health etc. The work will include working across the entire Council, NHS bodies (the Council has a statutory duty to provide public health advice to ICSs and the Council's Health and Wellbeing Board has a coordinating role for the whole of the health and care system) and other partner agencies. It will also involve influencing private sector, voluntary sector and community sector organisations that can impact on health, both currently and into future

generations, and influencing the attitudes and behaviour both of professionals and of the population generally.

In delivering the strategic objectives the post-holder will be expected to demonstrate expertise in the full range of relevant competencies as set out by the Faculty of Public Health. This includes evaluation techniques, policy analysis and translation and ability to communicate effectively with a range of stakeholders including politicians. In addition to any direct responsibility for managing staff or budgets, he/she will be responsible for change and improvement in the agreed areas of work and for supporting the delivery of the statutory duty of the Council to take the steps it considers necessary to improve the health of its communities.

2. *The employing organisation and other organisations within the scope of the work*

2.1 General information about the employing organisation should be inserted here or in an annex. Details should be given about local authorities, local NHS organisations and other relevant organisations.

3. *Public Health Arrangements*

3.1 Current staffing of the Department/Directorate of Public Health

Details of current staffing should be provided, and a copy of the current structure and organisation of public health services should be summarised, preferably by means of a chart. Line management details and/or team management and any training responsibilities should be included. If the post is outposted to another department or organisation, details should be given both of its place within that structure and of its links to the public health department, directorate or DPH.

3.2 Resources

The post-holder working with the DPH will be expected to make best use of both public health department resources as well as influence the resources in the Council as a whole.

3.3. Training and CPD arrangements

Training of public health specialists (Foundation Programme, SHOs, Specialty Registrars in Public Health), the numbers taking part, and any other educational opportunities, including mandated CPD

4. *The strategic responsibility and key tasks*

The strategic responsibility of the post-holder is to Support the Director of Public Health to deliver an ambitious programme of public health leadership across a complex health and social care economy working in an integrated way). In delivering that responsibility the post-holder is expected to demonstrate expertise across the full range of relevant competencies as set out by the Faculty of Public Health (Appendix 1) and where required, take responsibility for resolving operational issues. In negotiation with the DPH (&/or the Council), the post-holder may be asked to take on responsibilities that are underpinned by any of the FPH competencies. Post-holders will be expected to maintain both the general expertise as well as develop topic based expertise as required by the DPH and will be expected to deputise for the DPH as and when required.

The range of duties expected of the post-holder include:

- 4.1 Taking responsibility for 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.
- 4.2 Providing briefings on the health and wellbeing needs of local communities to Councillors, Council Officers, ICSs, the third sector, the public and partners. Where required to so, the post-holder will provide verbal briefing to Councillors, other colleagues and stakeholders in person which maybe at short notice.
- 4.3 Taking responsibility for development, implementation and delivery of policies. This may include taking the lead in developing detailed inter-agency and interdisciplinary strategic plans and programmes based on needs assessments which may lead to service specifications. The post-holder will be expected to contribute appropriately to the procurement process.
- 4.4 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 organizations 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.
- 4.5 Utilising (and if appropriate developing) information and intelligence systems to underpin public health action across disciplines and organisations. This may include providing leadership for collation and interpretation of relevant data including production of the JSNA. Working with the DPH, this will include the 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.
- 4.6 Supporting the DPH in the development and implementation of robust strategies for improving the health and wellbeing of local communities including ensuring qualitative and/or 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/or working with ICSs, Trusts, the contractor professions and UKHSA.
- 4.7 Providing the key local authority link to the research community, providing advice/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 taken into account.
- 4.8 Taking responsibility for the training obligations of the directorate, including becoming the Educational Supervisor. These duties will be agreed jointly with the relevant Head of the School of Public Health.

Underpinning much of these duties are public health tasks such as;

- 4.9 Undertaking health needs assessments as required to enable actions to be taken to improve the health of the local population.
- 4.10 Developing prioritisation techniques and managing their application to policies, services and to help resolve issues such as the investment-disinvestment debate
- 4.11 Effective communication of complex concepts, science and data and their implications for local communities, to a range of stakeholders with very different backgrounds.

- 4.12 Understanding of evaluation frameworks and applying those frameworks to the benefit of local communities.
- 4.13 A capacity to apply the scientific body of knowledge on public health to the polices and services necessary to improve health, both currently and for future generations, and to formulate clear practical evidence-based recommendations
- 4.14 The understanding of human and organisational behaviour and the application of this knowledge to the achievement of change.
- 4.15 Inspire commitment to public health outcomes and to prevention as a core feature of public sector reform

5. *Management arrangements and responsibilities (amend as appropriate)*

The post-holder will be professionally accountable to the employing authority and managerially accountable to the employing authority via their line manager, usually the Director of Public Health or equivalent. Professional appraisal will be required. An initial job plan will be agreed with the successful candidate prior to that individual taking up the post based on the draft job plan attached. This job plan will be reviewed as part of the annual job planning process.

The post-holder:

- 6.1 will manage relevant staff (including trainees) in the areas of public health
- 6.2 will be expected to take part in on call arrangements for communicable disease control/health protection as appropriate depending on local arrangements
- 6.3 will be expected to deputise for the Director Public Health as required

6. *Professional obligations (amend as appropriate)*

These include:

- 6.1 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
- 6.2 Contribute actively to the training programme for Foundation Year Doctors/ Specialty Registrars in Public Health and LAs management trainees as appropriate, and to the training of practitioners and primary care professionals within the locality In agreement with the DPH, becoming an Educational Supervisor.
- 6.3 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.
- 6.4 In agreement with the DPH contribute as an appraiser or practitioner appraiser to the professional appraisal system.
- 6.5 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
- 6.6 Contribute to medical professional leadership within the health system
- 6.7 It is a duty of a health professional to foster scientific integrity, freedom of scientific publications, and freedom of debate on health matters, and public health professionals have a further responsibility to promote good governance and open government.
- 6.8 Public health practice must be carried out within the ethical framework of the health professions.
- 6.9 The post-holder will be expected to maintain effective, courageous, and responsible public health advocacy

These professional obligations should be reflected in the job plan. The post-holder may also have external professional responsibilities, e.g. in respect of training or work for the Faculty of Public Health. Time allocation for these additional responsibilities will need to be agreed with the line manager.

7. Personal Qualities

The strategic objective of the post is to deliver an ambitious programme of public health leadership across a complex health and social care economy working in an integrated way. The post-holder will deal with complex public health and wellbeing challenges in a multi-organisational environment with widely differing governance and finance system and organizational cultures. It is expected that the post-holder will be able to cope with such circumstances as well as multiple and changing demands, and to meet tight deadlines. A high level of intellectual rigour, political awareness and negotiation and motivation skills as well as flexibility and sensitivity are required. The post holder will advise the health and wellbeing board and make recommendations regarding services, residents' care and wider determinants of health and therefore a high level of tact, diplomacy and leadership is required including the ability work within the local political and at the same time maintain the ability to challenge and advocate for effective working and on specific issues in order to achieve public health outcomes. The achievement of public health outcomes and the successful pursuit of change are the purpose of the job and the metric against which performance will be assessed.

Appendix 1: FACULTY OF PUBLIC HEALTH COMPETENCIES

(Based on the 2022 PH 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

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.

*SPECIMEN PERSON SPECIFICATION: Amend as appropriate CONSULTANT IN PUBLIC HEALTH
/CONSULTANT IN PUBLIC HEALTH MEDICINE*

IMPORTANT: This person specification contains changes introduced in amendments made to the NHS (Appointment of Consultants) Regulations for England, Scotland, Northern Ireland and Wales which came into force during 2005. Further amended in June 2015, and September 2018		
Education/Qualifications	Essential	Desirable
The National Health Service (Appointment of Consultants) Regulations 1996 (legislation.gov.uk) 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.	X	
<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>	X	
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	X	
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 [<i>see shortlisting notes below for additional guidance</i>]	X	
Applicants must meet minimum CPD requirements (i.e. be up to date) in accordance with Faculty of Public Health requirements or other recognised body	X	
MFPH by examination, by exemption or by assessment, or equivalent	X	
Masters in Public Health or equivalent		X
Personal qualities		
Able to influence senior members including directors and CEOs	X	
Able to both lead teams and to able to contribute effectively in teams led by junior colleagues	X	
Commitment to work within a political system irrespective of personal political affiliations	X	
Experience		
Delivery of successful change management programmes across organizational boundaries	X	
Media experience demonstrating delivery of effective health behaviour or health promotion messages		X
Experience of using complex information to explain public health issues to a range of audiences	X	

Skills		
Strategic thinker with proven leadership skills and operational nous	X	
Able to demonstrate and motivate organisations to contribute to improving the public's health and wellbeing through mainstream activities and within resources	X	
Ability to lead and manage the response successfully in unplanned and unforeseen circumstances	X	
Analytical skills able to utilize both qualitative (including health economics) and quantitative information	X	
Ability to design, develop, interpret and implement strategies and policies	X	
Knowledge		
In depth understanding of the health and care system and the relationships with both local national government	X	
In depth knowledge of methods of developing clinical quality assurance, quality improvement, evaluations and evidence based public health practice	X	
Strong and demonstrable understanding of interfaces between health, social care and key partners (dealing with wider determinants of health)	X	
Understanding of the public sector duty and the inequality duty and their application to public health practice	X	