



Thurrock Council Job Profile



Job Title	Director of Public Health
Grade	SM3
Directorate	Adults & Health
Responsible to	The post holder will be dually accountable: <ul style="list-style-type: none">• Professionally accountable to the employing Authority, Thurrock Council (and the OHID/DHSC Regional Director of Public Health) and the Chief Executive.• Managerially to Thurrock Council to the Executive Director of Adults, & Health
Key relationships	<ul style="list-style-type: none">• Cabinet/Portfolio holder• Senior Management Team• Local NHS bodies• UK Health Security Agency• Office for Health Improvement and Disparities• Health and Wellbeing Board• Local Resilience Forum• NHS England• District/Borough Councils• The public and the press
Last Review Date	January 2025

Job Purpose

The Director of Public Health is the system leader for improving the health and wellbeing of residents, reducing inequalities in health outcomes and protecting local communities from public health hazards (infectious diseases and environmental threats). As such, the Director of Public Health is a statutory chief officer of the authority and the principal adviser on all health matters to elected members, officers and partners, with a leadership role spanning health improvement, health protection and healthcare public health. Section 73A(1) of the NHS Act 2006, inserted by section 30 of the Health and Social Care Act 2012, gives the Director of Public Health responsibility for:

- all of their local authority's duties to improve public health.
- any of the Secretary of State's public health protection or health improvement functions that s/he delegates to local authorities, either by arrangement or under regulations – these include services mandated by regulations made under section 6C of the 2006 Act, inserted by section 18 of the 2012 Act.
- exercising their local authority's functions in planning for, and responding to, emergencies that present a risk to public health.
- their local authority's role in co-operating with the police, the probation service and the prison service to assess the risks posed by violent or sexual offenders.
- such other public health functions as the Secretary of State specifies in regulations.
- producing an independent annual report on the health of local communities.

In order to deliver their responsibilities on behalf of the residents of Thurrock Council the DPH will need to be a visible system leader in the health and wellbeing partnership arrangements. The DPH will be expected to use all the resources at their disposal to ensure that the local public health system is able to tackle the full range of determinants of health affecting communities in Thurrock, to improve population and planetary health. Working with local communities, he/she should be able to inspire development of innovative solutions that support improvements in health and wellbeing and reduction in health inequalities whilst at the same time maintaining the confidence of Councillors and government.

Description of the LA and the Public Health Department

Thurrock is a unitary local authority located on the north side of the River Thames, immediately to the east of London. Geographically it covers 165 square kilometres, has 18 miles of riverfront and 70% Green Belt land. It has an increasingly diverse population increasing over 10% every decade. Thurrock’s vision is to be *‘an ambitious and collaborative community which is proud of its heritage and excited by its diverse opportunities and future.’* Our priorities are **People** – a borough where people of all ages are proud to work and play, live and stay; **Place** – a heritage-rich borough which is ambitious for its future; and **Prosperity** – a borough which enables everyone to achieve their aspirations.

Thurrock’s Public Health department is a successful and influential team within the wider Adults, and Health directorate. The team has a substantive headcount and is growing. Public health is the cornerstone of our commitment to reduce inequalities across the borough.

This is a fresh start for Thurrock and an exciting time to deliver changes. Our Corporate Plan 2024-2029 is designed to achieve two policy outcomes, for People and Place and one corporate outcome, as we mobilise our change programme to become an Enabling Council.

The Director of Public Health will provide strategic oversight of the continued integration of public health into all aspects of the Council’s work. Public health will also have an integral part in the delivery of the positive health impacts from the Council’s ambitious regeneration programme to drive growth and economic prosperity across the borough.

Values & Accountabilities

Our Shared Values	<ol style="list-style-type: none"> 1. Together, we hold ourselves to account to get things done. We do this by demonstrating accountability and integrity. 2. Together, we make possible what cannot be achieved alone. We do this by being collaborative and focusing on impact. 3. Together, we will listen and act to continually improve. We do this by being responsive to local people and the issues they raise and adapting our approach to achieve better outcomes.
Corporate Accountabilities	<ol style="list-style-type: none"> 1. To work with colleagues to achieve service plan objectives and targets. 2. To comply with data protection legislation and the council's Information Security Policy, including supporting policies. 3. To be willing and able to work in a flexible and agile way with regard both to hours of work and location of work, including remote and home working, as required, subject to service needs and requirements. 4. To participate in performance development, talent reviews and one-to-ones and to contribute to the identification of your own and team development needs and goals. 5. To actively promote and comply with the council's diversity and equality policies. 6. To ensure full compliance with the Health and Safety at Work Act 1974 etc., the council's Health and Safety Policy and all locally agreed safe methods of work. 7. To fully understand and be aware of the commitment to Section 17 'Duty of the Crime and Disorder Act 1998 to prevent crime and disorder'.

8. At the discretion of the senior management, to undertake other activities as, from time to time, may be agreed consistent with the grade and nature of the role.

To undertake and maintain relevant mandatory training in line with legislation.

Key Service Accountabilities

Job Summary

The fundamental purpose of the postholder is to provide the leadership to drive improvements in the health and wellbeing of the residents of Thurrock to reduce inequalities in health outcomes and working in collaboration with UKHSA to protect local communities from threats to their health through infectious diseases, environmental and other public health hazards. In delivering the key responsibilities described below, the postholder is expected to demonstrate a high level of expertise in the Faculty of Public Health Competencies (Appendix 1) and the person specifications (Appendix 2).

- Support the Chief Executive and Councillors in developing and delivering the Council's strategic agenda.
- Be the chief officer and principal adviser on public health to the Council, local communities and local partners.
- Operate strategically as a member of the corporate management/executive board and across the Council influencing policy and practice.
- To deliver commission, and or deliver services which are effective, value for money and meet quality standards.
- To act as a leader across the local system of public services, influencing change and enabling a culture of continuous improvement in health and wellbeing, innovation and evaluation.
- Utilise the public health resources imaginatively and cost effectively across all domains of public health in order to improve health and wellbeing of local communities and reduce inequalities in health outcomes.
- Accountable for both the shaping and delivery of the Health and Wellbeing agenda taking account of the national agenda and benchmarking (using the national outcomes frameworks; public health, NHS and social care).
- Deliver an independent annual report on the health and wellbeing of local communities for publication by the [LA name], to stimulate debate and/or action by the Council and partners.

The person specifications for the post are set out in appendix 2. In delivering the responsibilities outlined above, the postholder and his/her team will undertake the following tasks:

Strategic Leadership

- Delivery of a system to support surveillance, monitoring and evaluation of health and wellbeing and inequalities in health outcomes of local communities (including an easily accessible Joint Strategic Needs Assessment System).

- Ensure all activity undertaken by the Council takes account of both, the need to reduce inequalities as well as the requirements of the Equality and Diversity Act.
- To ensure scientific principles are applied to assessing need, exploring interventions and assessing progress of the Council's strategic agenda.
- Ensure as a core member of the Health and Wellbeing Board and in partnership with the wider Thurrock, partners and the public, the development of plans to enable local communities become healthy, sustainable and cohesive.
- Ensure a programme of action (both within and outwith the Council) to impact on the wider determinants of health that will promote improvements in health and wellbeing of local communities and reduction in health inequalities.
- Provide assurance that the health protection system for local communities is fit for purpose.
- To work closely with Directors responsible for people (children, vulnerable communities and older people) to ensure to develop, implement and maintain a "fit for purpose" integrated strategy which meets the needs of local communities and is cogent with the national approach.
- Collaborate across organisational boundaries to ensure communities in Thurrock benefit from population health and care programmes (development of sustainable transformation plans 2016-20).

Directorate Specific Accountabilities

- To be an advocate for improving health and wellbeing and reducing health inequalities.
- Exercise the statutory responsibilities including the delivery of the mandated services.
- To advise Thurrock on its statutory and professional public health obligations.
- Work with the UKHSA Centre and NHS England to ensure local communities are protected from infectious disease threats (including food and water borne disease, pandemics, etc) and environmental hazards.
- Ensure the development and delivery of a credible plan to improve health and wellbeing of communities in Thurrock and reduce health inequalities.
- Ensure that the Council has implemented its EPRR responsibilities and through Co-chairing of the Local Health resilience Forum, that partner organisations (UKHSA, OHID, NHS England and the ICSs) have delivered their EPRR responsibilities.
- Work in partnership with ICSs and Directors of Social care to take responsibility for Population Health and Care; including oversight and promoting population coverage of immunisation and screening programmes
- Provide public health advice (the core offer) to ICSs supporting the commissioning of appropriate, effective (based on evidence), and equitable health services.
- Support the Health and Wellbeing Board to deliver its statutory duty to promote integration for the benefit of local communities
- Collaborate across local authority boundaries to ensure residents of Thurrock benefit from population health and care programmes (the Sustainable Transformation Plans which apply from 2016 to 2020).

Resource Management

- To be accountable for the budget including reporting on the use of the public health ring fenced grant.
- To manage Council resources (People, property, information and finance) imaginatively and efficiently.
- Manage public health staff and ensure that they are able to influence in such a way as to ensure health and wellbeing in its fullest sense is central to Thurrock.

Commissioning

- Ensure services for improving health and wellbeing of local communities are commissioned within the Council policy for procurement and monitoring system and are responsive to the needs of the communities in Thurrock and over time.
- To set the framework for standards for commissioning and delivery; including the promotion of innovative approaches and appropriate risk management systems which are responsive to performance challenges.
- To ensure scientific principles of evaluation underpin all commissioning and delivery, of health and wellbeing services.

Advocacy

- Develop a constructive relationship with the media and the public, within the context of the Council Communications policy.
- To use the Faculty of Public Health, the LGA, the ADsPH, UKHSA and other channels to advocate for the public's health.

Management arrangements

The Director of Public Health will be professionally accountable to Thurrock Council and the Chief Executive (and Secretary of State for Health through the Regional Director of Public Health, OHID and NHSE) and managerially accountable to the Executive Director of Adults and Health in Thurrock Council. An initial job plan will be agreed with the successful candidate prior to that individual taking up the post. This job plan will be reviewed as part of the annual job planning process. Professional appraisal and revalidation will also be required in accordance with the requirements for registered Public Health consultants and specialists.

Structure Chart

Please refer to page 17.

The Director of Public Health will:

1. Manage staff and be responsible for full line management responsibilities including recruitment, annual appraisals and employee relations
2. Manage the Public Health budget
3. Be expected to take part in on call arrangements for communicable disease control/health protection
4. Ensure appropriate management and support for Public Health Specialty Registrars

The Director of Public Health will work across the wider Council, closely with senior management colleagues, and elected members to ensure the work of Public Health is strategically linked to the work of all other service areas including corporate services.

Professional obligations

Professional responsibilities will be reflected in the job plan. The Director of Public Health will be expected to:

- Participate in the organisation's staff and professional appraisal scheme and ensure participation of all staff members.
- Ensure quality improvement (and clinical governance) programmes are an integral component of the public health approach in the Council.
- 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. (<If the postholder designs and delivers core training, specify as applicable and give details of postholder's involvement e.g. lead trainer, trainer on a module, develops training for others, etc>)
- Pursue a programme of CPD, in accordance with Faculty of Public Health requirements, or other recognised body, and undertake revalidation or other measures required to remain on the GMC/GDC Specialist Register with a license to practice or the UK Public Health (Specialist) Register or other specialist register as appropriate.
- Practise in accordance with all relevant sections of the General Medical Council's Good Medical Practice (if medically qualified).
- Agree any external professional roles (Educational Supervisor, Appraiser, etc.) and the time required to deliver those roles with the Council.

Personal Qualities

The Director of Public Health is:

1. A visionary and transformational leader with a full understanding of relationships and culture of organisations that impact on the wider determinants of health as well as health services
2. Trustworthy and independent professional accountable to Secretary of State through the OHID/DHSC Regional Director of Public Health as well as to the local population through the Local Authority
3. Trained and experienced in all areas of public health practice and registered as a public health specialist with the GMC or another appropriate regulatory body and accountable to them for their professional practice including ethical standards
4. Able to demonstrate corporate skills in strategic leadership within Thurrock Council, particularly in working with the Chief Executive and Executive Director Adults & Health,
5. An authentic, compassionate and resilient leader able to work across all levels of and as a key part of the wider leadership team at Thurrock Council
6. A skilled and trusted communicator at all times particularly in a crisis and able to work at pace

7. Strongly committed to teaching and research in collaboration with academic departments
8. Able to demonstrate current and continuing professional development through appraisal and revalidation as a specialist with GMC or other regulator
9. Able to demonstrate a good understanding of local government with relevant experience of the sector
10. Highly visible to ensure in-depth knowledge of local communities and better working between the public and local organisations
11. Able to show intellectual rigour and personal credibility to collaborative working and commissioning processes
12. Demonstrably accomplished in improving the health of communities
13. Able to lead across all local authority functions to NHS bodies, the private sector and the third sector indicating the impact of investment on public health and inequalities
14. Able to lead work across the Strategic Coordination Group footprint and with other Directors of Public Health within the region.

Key tasks

The job description will be subject to review in consultation with the post holder in the light of the needs of the employing organisation and the development of the speciality of public health and any wider developments in the field of public health.

Wellbeing

The Occupational Health (OH) service supports you by ensuring that the activities you carry out at work and the environment in which you work, will not have an adverse effect on your health and wellbeing.

OH provide advice on your fitness to work and recommend workplace adjustments that could be considered to assist you with any health concerns that may be affecting you in the workplace.

Employee Assistance Programme (EAP)

Balancing the competing demands of our work, personal and family lives can be difficult, frustrating and time-consuming. As your employer, Thurrock Council understands this and provides an Employee Assistance Programme (EAP) to offer a little extra support to manage life's everyday challenges.

Mental health first aid

Mental Health First Aiders act as a point of contact and reassurance anyone who may be experiencing a mental health issue or emotional distress. Maintaining appropriate boundaries is a key part of successfully providing Mental Health First Aid and keeping safe and well.

Menopause awareness

The menopause is a natural stage of life when a woman's oestrogen levels decline and she stops having periods.

Menopausal symptoms are typically experienced for several years – there are 34 different symptoms a woman can experience. It will lead to changes in a woman's health and affect their physical, psychological and emotional well-being. It will likely have an impact on how a woman does her work and can affect relationships with colleagues.

It is an important occupational health issue and one in which it is critical that both managers and employees are enabled to discuss openly and ensure support is provided.

Eyesight tests

Long spells of working at a computer can lead to tired eyes and discomfort. Also, by giving your eyes more demanding tasks, it might make you aware of an eyesight problem you had not noticed before.

You and your manager can help your eyes by making sure your computer screen is well positioned and properly adjusted, and that the workplace lighting is suitable. You have the right to ask for an eye test if you still think there is a problem.

Work programme

It is envisaged that the post holder will work programmed activities over. Following appointment there will be a meeting at no later than three months with the line manager to review and revise the job plan and objectives of the post holder. The overall split of the programmed activities is 7.5 to be devoted to public health duties and 2.5 to supporting professional activities (as per the Academy of Medical Royal Colleges recommendation). The timetable is indicative only. A formal job plan will be agreed between the post holder and the line manager three months after commencing the post and at least annually thereafter.

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.

Faculty of Public Health: competencies expected of all public health consultants / specialists

(Based on the 2022 PH Specialty Training Curriculum)

All consultants irrespective of their background are expected to be proficient in the competencies set out below.

I. 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.²

II. 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.

III. Policy and strategy development and implementation

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

IV. 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.

V. Health Improvement, Determinants of Health, and Health Communication

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.

VI. 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.

VII. 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.

VIII. 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.

IX. 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.

X. Integration and application 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.

The DPH as a public health leader is expected to have both the technical expertise as well as the ability to use those techniques to both, lead and support the development of complex solutions to improve the health and wellbeing of local communities. In addition, they are expected to have skills and the attitudes to be able to present the results of applying their technical expertise so that they are understandable and stimulate actions by a range of individuals and organisations.

Service Improvement

1. 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.
2. To be responsible for implementation of NICE and National Service Frameworks or equivalent national standards, guidance and frameworks.
3. To lead the developments of clinical networks, clinical governance and audit.
4. To review evidence and provide highly specialised advice on preferred treatment options or protocols based on the evidence for individual patients.

Public Health Intelligence

1. 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.
2. 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.

3. To present, analyse and communicate knowledge in a way that appeals to diverse groups, influences decision-making and supports community engagement.
4. 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.
5. To work with the information and intelligence of OHID, NHS England and other organisations to strengthen local, regional and national public health intelligence and information capacity.

Academic Public Health/ Research and Development

1. 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.
2. To develop links with local universities to ensure the work of the organisation is based on a sound research and evidence base.
3. To develop public health capacity through contributing to education and training and development within the Directorate, and within the wider public facing workforce.

General Conditions

Terms and conditions of service

The post is subject to Thurrock Council terms and conditions of employment for Directors and all employment policies of Thurrock Council. The specific policy requirements below are also applicable to the Director of Public Health:

On call arrangements

The post holder will be expected to be on call for health protection and public health and to participate in the communicable disease and environmental hazards control and emergency planning arrangements. Suitable training will be provided for those who need it in discussion with the Essex Health Protection Team.

Indemnity

As the post holder will only be indemnified for duties undertaken on behalf of Thurrock Council the post holder is strongly advised to ensure that he/she has appropriate professional defence organisation cover for duties outside the scope of Thurrock Council and for private activity within Thurrock Council. For on call duties provided to other organisations as part of cross cover out of hours arrangements Thurrock Council has confirmed that those organisations will provide indemnity for the post holder.

Flexibility

The post holder may, with their agreement - which should not reasonably be withheld - be required to undertake other duties which fall within the grading of the post to meet the needs of the council. Thurrock Council is currently working in a climate of great change. It is therefore expected that all staff will develop flexible working practices both within any relevant local public health networks and at other organisational levels as appropriate, to be able to meet the challenges and opportunities of working in public health within the new and existing structures.

Confidentiality

The post holder has an obligation not to disclose any information of a confidential nature concerning patients, employees, contractors or the confidential business of the organisation.

Public Interest Disclosure

Should the post holder have cause for genuine concern about an issue (including one that would normally be subject to the above paragraph) and believes that disclosure would be in the public interest, he or she should have a right to speak out and be afforded statutory protection and should follow local procedures for disclosure of information in the public interest.

Health and safety

Employees must be aware of the responsibilities placed on them by the Health & Safety at Work Act (1974) and its amendments and by food hygiene legislation to ensure that the agreed safety procedures are carried out to maintain a safe condition for employees, patients and visitors.

Professional registration

It is the responsibility of the post holder to maintain their professional registration and learning. The post holder must be a member of the Faculty of Public Health.



Person Specification



Job Title	Director of Public Health
Directorate	Adults & Health

Information for Applicants

The person specification provides an outline of the experience, skills and abilities we expect the successful applicant to possess. You should match your own skills, experience, and abilities to those listed below. Tell us in what way you have carried out the criteria asked for.

Method of testing:

A = Application form

I = Interview

T = Assessment tests

O = Other

Requirements for this Job

Key competencies and other requirements	Recruitment method
<p>Leadership Establishing and promoting a clear public health vision which is coherent with the business strategy and the political vision for the and consistent with Government policy and takes account of social and economic trends. This is about role modelling through their own actions the types of behaviours expected of others in creating a high performing public health culture.</p> <ul style="list-style-type: none"> • Developing an effective PH team with appropriate skill mix to enable the Authority to deliver its full range of PH responsibilities. • Developing effective relationships with elected members to ensure a coherent PH vision and operational plan. • Work with fellow directors to enable/ensure public health perspective/principles underpin all aspects of LA delivery. • Work with communities and media to ensure needs of local communities are made explicit and addressed by the H&WB. <p>Deliver the independent report of the DPH in such a way as to compel all members of the H&WB to take action.</p>	<p>CV and Interview</p>
<p>Community and population focus It means working together to a common agenda and objectives with a shared purpose and common values, always looking for ways to improve access to services by communities and individuals. This is seen by:</p>	<p>Application form Interview</p>

<ul style="list-style-type: none"> • Actively seeking to understand the communities that are served and promoting and demonstrating an active commitment to meet their needs. • Setting new standards for innovation in commissioning and delivery of services that anticipate and exceed expectations. • Engaging with a wide range of stakeholders and partners to gather and evaluate information and make collaborative judgements and decisions. <p>Making timely and where needed, difficult decisions for the benefit of the people of Thurrock.</p>	
<p>Results Focus</p> <p>Co-development of a model of health with local stakeholders (including local communities) and the metrics to support; taking account of Public Health Outcomes Framework, the NHS Outcomes Framework and the Social Care Outcomes Framework. This is seen by:</p> <ul style="list-style-type: none"> • Acknowledging and working with ambiguity and complexity, making significant decisions where no precedents exist. • Ensuring a best practice performance culture is developed and sustained. • Setting, communicating and monitoring stretching organisational objectives and objectives. • Pro-actively identifying corporate, directorate and service risks, and ensuring action is taken to mitigate them. <p>Formulating risk management plans and creating a positive health and safety culture.</p>	Interview
<p>Improvement and Change</p> <p>Developing and sustaining a culture of innovation and creativity underpinned by evaluation, where employees are engaged and have the desire to do things better, more efficiently and effectively to improve performance. This is seen by:</p> <ul style="list-style-type: none"> • Taking risks and moving into uncharted territory while taking accountability for results and failures. • Welcoming the inevitable mistakes as part of the creative process. • Suggesting the unthinkable to stimulate alternate ways of thinking. • Focusing team performance on the achievement of outcomes that will maximise the resources available. • Finding new ways of securing or deploying significant amounts of financial resource to meet new objectives. <p>Advocating and role modelling the use of evaluation techniques to support innovation.</p>	Interview
<p>People Development</p> <p>Knowing and managing the strategic talent requirements for the organisation. It is about promoting and encouraging a culture where people focus on developing themselves and others to deliver improvement while developing careers. This is seen by:</p> <ul style="list-style-type: none"> • Holding direct reports accountable for people development generally and specifically for releasing high performers for personal development. • Articulating the many long-term benefits of talent management and developing the talent pools required for succession. <p>Ensuring comprehensive workforce plans are in place.</p>	Application form Interview
<p>Functional competencies</p>	Application form

<ul style="list-style-type: none"> • Demonstrates detailed knowledge of methods of developing clinical quality assurance, quality improvement and evidence based clinical and/or public health practice. <p>Full and high level of understanding of epidemiology and statistics, public health practice, health promotion, health economics and health care evaluation. Develops service practices and ensures appropriate application. Provides advice on the more complex instances.</p>	Interview
Detailed knowledge and experience in driving and assisting in the management of change in a variety of settings, proactively seeking opportunities to create and implement improved service effectiveness.	Application form Interview
Detailed knowledge of personnel management. Carries out effective performance management of staff and demonstrates understanding of policies related to pay, capability, disciplinary matters and grievances. Plans department activities and use of staff resources effectively. Participates in workforce planning and training needs assessments	Application form Interview
Demonstrates knowledge of project management tools and techniques. Sufficient skill to develop and implement large scale projects, utilising and leading multi-skilled project teams.	Application form
<p>Qualifications</p> <p>The National Health Service (Appointment of Consultants) Regulations 1996 (legislation.gov.uk)</p> <ul style="list-style-type: none"> • 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>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> • Public health specialty registrar applicants who are currently on the UK public health training program and not yet on the GMC Specialist Register, GDC Specialist List in dental public health or UKPHR must provide verifiable signed documentary evidence that they are within 6 months of gaining entry to a register at the date of interview.* • 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 <p>MFPH by examination, by exemption or by assessment, or equivalent</p>	AIT
Must meet minimum CPD requirements (i.e. be up to date) in accordance with the Faculty of Public Health requirements or other recognised body	Application form
Knowledge, experience and skills	
Understanding of NHS and local government cultures, structures and policies	Interview
Understanding of social and political environment	Interview

Excellent oral and written communication skills (including dealing with the media) including to present to mixed audiences and the media	Application form Interview
Practical experience in facilitating change	Application form Interview
Budget management skills	Application form
Understanding of the public sector duty and the inequality duty and their application to public health practice	Application form Interview
The normal duties of the role may involve travel on a regular or occasional basis. It is a condition of employment that the role holder can exercise satisfactory travel mobility in order to fulfil the obligations of the role. For those journeys where an alternative form of transport is unavailable or impracticable the role holder will be required to provide a suitable vehicle	Application form

Office use only

Recruitment safeguarding	Requirement
Will the post holder have substantial unsupervised access to children or vulnerable adults?	No – use standard recruitment process
Is a Disclosure and Barring Service (DBS) check required for this post? Read the Recruitment and Selection Policy for guidance.	Yes
Is this position politically restricted?	Yes

