

Job Description: Director of Public Health

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Title:	Director of Public Health
Employing Organisation:	Cambridgeshire County Council
Accountable to:	Professionally accountable to the Council (and the OHID/DHSC Regional Director of Public Health) Managerially to Executive Director for Adults, Health and Commissioning Cambridgeshire County Council
Hours:	Full time (37 hours per week)
Work base:	New Shire Hall, Alconbury Weald, PE28 4YE
Salary:	Leadership Scale L4 (currently £132,793 - £148,243)
Key Relationships:	<ul style="list-style-type: none"> • Council Political Group Leaders • Council Committee Chairs and Vice Chairs and Opposition Spokes • Council Corporate Leadership Team • Extended Leadership Team • NHS Integrated Care Board (ICB) and all associated structures • Office for Health Improvement and Disparities • UK Health Security Agency • Mayoral Combined Authority and directly elected Mayor • Joint Health and Wellbeing Board / Integrated Care Partnership (ICP) • Cambridgeshire and Peterborough Local Resilience Forum • NHS England Regional and National Teams • NHS Trusts • Office of the Police and Crime Commissioner • Cambridgeshire Police and Fire Authorities • Association of Directors of Public Health (ADPH) • Cambridgeshire and Peterborough Public Service Board • District Councils • Parish Councils • Schools and Multi Academy Trusts • Members of Parliament for Cambridgeshire • The public and the media.

1. Job Summary

The Director of Public Health (DPH) is a 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 NHS Act 2006, inserted by section 18 of the Health and Social Care Act 2012.
- 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

To deliver their responsibilities on behalf of the residents of Cambridgeshire, the DPH will be a visible system leader in the health and wellbeing and integrated care partnership arrangements. The DPH will be expected to maximise all the resources at their disposal to ensure that the full range of determinants of health affecting communities in Cambridgeshire are identified and addressed. Working with local communities, the DPH will inspire the development of innovative solutions that support sustained improvements to population health and wellbeing, alongside tangible reduction in health inequalities.

The DPH will work closely with the ICB and wider system partners, fulfilling statutory requirements to provide public health advice, as well as identifying and furthering opportunities for improving population health outcomes and reducing health inequalities in the most cost-effective ways.

2. Description of Cambridgeshire County Council and the Public Health Department

Cambridgeshire County Council is the upper tier local authority serving a growing and diverse population, of over 650,000, with urban centres in Cambridge, the historic Isle of Ely, Huntingdon, St Neots, St Ives, Wisbech and March, as well as more rural landscapes across Fenland, East and South Cambridgeshire

There are 5 lower tier authorities, District and City Councils, in Cambridgeshire which provide services that also impact on public health outcomes, such as housing, leisure and benefits service. Cambridgeshire has a growing and aging population, which currently stands at 653,412 and is projected to further by a further 10% by 2030.

Joint working

The Cambridgeshire and Peterborough Integrated Care Board covers the geographies of Cambridgeshire County Council, Peterborough City Council and Royston in Hertfordshire. The Mayoral Combined Authority covers the whole of Cambridgeshire and Peterborough, as does the

Health Protection Partnership, Local Resilience Forum, and Local Health Resilience Partnership. There is a Joint Health and Wellbeing Board covering both Cambridgeshire and Peterborough, that meets as a 'Committee in Common' with the Integrated Care Partnership. System partners have signed up to an ambitious health and wellbeing strategy, with shared systems leadership responsibilities.

Public health arrangements

Due to the fact that many partner organisations span both Cambridgeshire and Peterborough, there will be a need for the DPH and their team to work closely with the Peterborough DPH and their team, to maximise health improvement opportunities across the system. Further, Cambridgeshire County and Peterborough City Councils have a history of jointly commissioning many public health services and future joint commissioning will need to be considered on a case-by-case basis.

Cambridgeshire County Council is approved for the training of public health specialists.

3. Job purpose and key responsibilities

The fundamental purpose of the postholder is to provide the leadership to drive improvements in the health and wellbeing of the residents of Cambridgeshire, to reduce inequalities in health outcomes and working in collaboration with the United Kingdom Health Security Agency (UKHSA) to prevent, prepare and respond from threats to local communities of 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 Specification (Appendix 2).

Accountable for fulfilling the council's statutory responsibilities and the duties of the role of Director of Public Health arising directly from the National Health Service Act 2006 and Health and Social Care Act 2012 and commissioning of services in response.

- a) Delivering all statutory public health functions of the council and of the DPH
- b) Support the Chief Executive, Executive Director for Adults, Health and Commissioning, the Corporate Leadership Team and Councillors in developing and delivering the Council's strategic agenda.
- c) Be the chief officer and principal adviser on public health to the Council, local communities, and local partners.
- d) Operate strategically as a standing member of the Council's Corporate Leadership Team (CLT) and across the Council influencing policy and practice.
- e) To commission, and or deliver services which are safe, effective, value for money and meet quality standards.
- f) Build strong relationships at senior levels with health organisations, district councils, the private sector and with local authorities beyond our boundary, influencing change and enabling a culture of continuous improvement in health and wellbeing, across Cambridgeshire.
- g) Accountable for the strategic direction and delivery for a portfolio of community-based services ensuring alignment to the strategic ambitions of the council, including Civil Contingency and Emergency Planning.
- h) Support Councillors, the Chief Executive and the Executive Director for Adults, Health, and Commissioning on all national, regional and local partnerships and boards where public health, well-being and health related policy matters are the substantive focus.

- i) Responsible for all aspects of the delivery strategy for services, ensuring that performance management is clearly defined in terms of benchmarked outcomes and defined short, medium, and long-term business, performance and quality targets.
- j) Utilise the public health resources imaginatively and cost effectively across all domains of public health interlinked with the wider council objectives, in order to improve health and wellbeing of local communities and reduce inequalities in health outcomes.
- k) Being principal adviser to the Joint Health and Wellbeing Board in developing a Health and Wellbeing Strategy based on the assessed needs of the population and proven interventions to improve health.
- l) Deliver an independent annual report on the health and wellbeing of local communities in the county for publication by Cambridgeshire County Council, to stimulate debate and/or action by the Council and partners.
- m) Being an exemplar systems leader displaying the values and behaviours expected to support the achievement of the Council's Vision and Ambitions, with partners and employees at all levels.
- n) Working collaboratively across the Council to support the delivery of the best possible outcomes for our residents and services users on a financially sustainable basis, including the appropriate and enabling use of Public Health monies to support Council services that achieve positive public health impacts.
- o) Working collaboratively with elected members, the Corporate Leadership Team and partners and the community to support delivery of the Council's long-term vision and the Health and Wellbeing and ICP Strategies.
- p) Anticipating and predicting the long-term impact of national and international developments, within an area of expertise to inform the wider function and the council strategy
- q) Maximising digital technologies and innovation across the council and with stakeholders and partners.
- r) Celebrating and considering equality and diversity as an integral part of all decisions taken.
- s) Supporting the Local Resilience Forum in developing comprehensive multi agency plans for the anticipated threats to public health.

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

1. 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 and enabling progress of the Council's strategic agenda.
- Ensure as a core member of the Health and Wellbeing Board and in partnership with the wider Council, partners and the public, the development of plans to enable local communities to 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 Executive Directors and their leadership teams to ensure and develop, implement, and maintain a "fit for purpose" integrated care strategy which meets the needs of local communities and is cogent with the local and national approach.

- Collaborate across organisational boundaries to ensure communities in Cambridgeshire benefit from population health and care programmes.

2. Specific Accountabilities

- Accountable for both the development and delivery of a Public Health and Wellbeing policy approach and strategy that improves the health and wellbeing of residents in Cambridgeshire, creating strengthened, self-sustaining communities, including identifying local priorities for health improvement and protection within the Public Health Outcomes Framework for England.
- Exercise the statutory responsibilities including the delivery of the mandated services.
- To advise Councillors, the Chief Executive and the Corporate Leadership Team and Cambridgeshire County Council 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 Cambridgeshire and reduce health inequalities.
- Contribution to the Councils emergency preparedness, resilience and response (**EPRR**) responsibilities through Co-chairing of the Local Health resilience Forum, to ensure that partner organisations (UKHSA, OHID, NHS England and the ICSs) have delivered their EPRR responsibilities.
- Work in partnership with system partners 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.

3. Resource Management

- To be accountable for the Public Health budget including reporting on the use of the public health ring fenced grant, along with the Council's Chief Executive and Statutory Chief Financial Officer.
- To manage Council resources (People, property, information, and finance) imaginatively, efficiently and effectively.
- Lead public health professionals 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 Cambridgeshire.

4. Commissioning

- Ensure services for improving the health and wellbeing of local communities are commissioned and managed wholly in accordance with legislation and within the Council's Procurement and Commissioning Regulations and Scheme of Delegation, ensuring effective contract management and monitoring system and are responsive to the needs of the communities in Cambridgeshire over time.
- To work corporately with partners, to maximise the opportunities and learning of commissioning within other areas of the council's business.
- To apply the Council's framework of standards for commissioning and delivery; including the promotion of innovative approaches and appropriate risk management systems which are responsive to performance challenges.

- Ensure that clinical quality standards and requirements are wholly achieved in commissioned services.
- To ensure scientific principles of evaluation underpin all commissioning and delivery, of health and wellbeing services.
- Provide professional Public Health contribution and advice for relevant commissioning decisions, working with the Council's Commissioning Service.

5. 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, and other national bodies, including the LGA and other channels to advocate for the public's health.

Management arrangements

The Director of Public Health is professionally accountable to the Chief Executive of the County Council (and the Secretary of State for Health and Social Care through the Office for Health Improvement and Disparities) and is managerially accountable, on a day-to-day basis, to the Executive Director for Adults, Health, and Commissioning of Cambridgeshire County Council.

An initial job plan will be agreed with the successful candidate and reviewed annually. This will include time for CPD, appraisal and revalidation and quality improvement including clinical governance.

The Director of Public Health will:

1. Lead and manage a Public Health team including consultants in public health / medicine, Taking appropriate responsibility for recruitment, appraisal, disciplinary and grievance procedures in accordance with the Council's HR policies and procedures.
2. Oversee and manage the effective and efficient use of the public health grant, and directly manage budgets for commissioned public health programmes (health child, school support services, sexual health services, drug and alcohol services and behaviour change services, including partner contributions from the ICB or NHS providers) as well as the Public Health employee budgets.
3. Participate fully in on call arrangements for the Council and for communicable disease control/health protection/other public health emergencies, as appropriate.
4. Ensure appropriate management and support for Specialty Registrars (in Public Health)

Professional obligations

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

1. Participate fully in Cambridgeshire County Council's 'Our Conversation' and annual rating of employees and professional rating/appraisal scheme and ensure participation of all Public Health team members.
2. Ensure quality improvement (and clinical governance) programmes are an integral component of the public health approach in the Council.

3. 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.
4. Pursue a programme of CPD, in accordance with Faculty of Public Health requirements, or other recognised body, and undertake and successfully complete 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.
5. Practice in accordance with all relevant sections of the General Medical Council's Good Medical Practice (if medically qualified).
6. Agree any external professional roles and the time required to deliver those roles with the Council.

Wellbeing

Effective Employee Assistance Programme and Occupational Health Provider, promoted regularly at induction and when in post) e.g. The post holder will have access to a full suite of Employee Benefits including a 24/7 Employee Assistance Programme and the post holder may self-refer or be referred through their manager. The post holder should have access to counselling, including face-to-face, and well as legal and financial support and other wellbeing resources. Information about Occupational Health will be disseminated at the induction and regularly when in post to ensure the post holder has timely access to the details if help seeking is necessary.

Availability of local initiatives/resources that promote workforce wellbeing (for example, self-care, flexible working, work-life balance, stress management, coaching/mentoring, peer group support).

Work programme

An initial job plan will be agreed with the successful candidate and reviewed annually. This will include time for Programmed Activity and CPD, including appraisal and revalidation and quality improvement including clinical governance.

It is envisaged that the post holder will work 10 programmed activities over a week. 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). 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.

Appendix 1: 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.

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. 10. 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.

Appendix 2: Person specification (Director of Public Health, Cambridgeshire County Council)

Competencies and other requirements

Behaviours	Recruitment and selection
<p>Leadership Establishing and promoting a clear public health vision which is coherent with the Strategic Framework and Business Plan for the County Council, and which is consistent with Government policy and the assessed needs of communities. This is seen by:</p> <ul style="list-style-type: none"> • Role modelling through their own actions the types of values and behaviours expected of leaders in the Council, particularly a compassionate and inclusive leadership style, which creates a high performing public health (PH) service. • Developing an effective and engaged Public Health team, fully integrated within the Council, with the appropriate skill mix to enable the delivery of the Council’s Ambitions and Public Health priorities. • Developing effective professional relationships with elected members, across the political spectrum. • Working collaboratively, constructively, and positively with the other members of the Corporate Leadership and the Council’s Extended Leadership Team of Service Directors to enable public health perspectives and principles underpin all aspects of Council service delivery and commissioning. • Working positively and listen directly to communities to ensure needs of residents and service users are explicit and addressed by the Joint Health and Wellbeing Board and Integrated Care Partnership. • Delivering the independent report of the DPH in such a way as to positively influence and encourage all of the bodies represented on the Health and Wellbeing Board and ICP to respond. 	CV and Interview
<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> <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 clear standards for innovation in the commissioning of public health related programmes and services, working with the Commissioning Service, which anticipates and is agile to respond to public health and community needs. 	Application form Interview

<ul style="list-style-type: none"> • Engaging with a wide range of stakeholders and partners to gather and evaluate information and make collaborative judgements and decisions. • Making timely and where needed, difficult decisions for the benefit of the people of Cambridgeshire. 	
<p>Results Focus 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. • Formulating risk management plans and creating a positive health and safety culture. 	Interview
<p>Improvement and Change 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 unchartered 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. • Advocating and role modelling the use of evaluation techniques to support innovation. 	Interview
<p>People Development Knowing and managing the strategic talent requirements for the Council. 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"> • Being personally accountable for and ensure through direct reports the effective development, encouragement and growth of Public Health professionals within the team. • Holding direct reports accountable for people development generally and specifically for releasing high performers for personal development. • Clearly articulate the many long-term benefits of talent management and developing the talent pools required for succession within the team. • Ensuring that Public Health expertise and advice is made accessible to and aligned with the rest of the Council, to ensure that this informs, educates and enables people development in areas such as behavioural insights. • Ensuring comprehensive workforce plans are in place. 	Application form Interview

<p>Functional competencies</p> <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. • 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. 	Application form Interview
<ul style="list-style-type: none"> • 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
<ul style="list-style-type: none"> • Detailed knowledge and experience of effective leadership, people management and development. Carries out effective performance management of staff and demonstrates understanding of policies related to employee wellbeing, diversity, performance, capability and conduct issues. 	Application form Interview
<ul style="list-style-type: none"> • 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 • MFPH by examination, by exemption or by assessment, or equivalent 	Recruitment and selection Application form
<ul style="list-style-type: none"> • 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	
<ul style="list-style-type: none"> • Understanding and ability to operate effectively within local government cultures, structures and policies 	Interview
<ul style="list-style-type: none"> • Understanding of social and political environment 	Interview
<ul style="list-style-type: none"> • Excellent oral and written communication skills (including dealing with the media) including to present to mixed audiences and the media 	Application form Interview

<ul style="list-style-type: none"> • A deep understanding, gained through significant experience, in developing positive solutions to deliver value for money services in a relevant service areas. 	Application form/Interview
<ul style="list-style-type: none"> • Practical experience in facilitating change 	Application form Interview
<ul style="list-style-type: none"> • Budget management skills 	Application form
<ul style="list-style-type: none"> • Understanding of the public sector duty and the inequality duty and their application to public health practice 	Application form Interview
<ul style="list-style-type: none"> • Proven communication skills with an ability to influence both strategically and corporately in a complex organisation with senior stakeholders. 	Application form/ Assessment/ Interview
<ul style="list-style-type: none"> • Proven track record of using professional expertise to deliver strategic objectives and expected outcomes, while managing conflicting priorities. 	Application form/ Assessment/ Interview
<ul style="list-style-type: none"> • Experience of successful delivery within a rapidly changing and ambiguous environment. 	Application form/ Assessment/ Interview
<ul style="list-style-type: none"> • Excellent oral and written communication skills (including dealing with the media) including to present to mixed audiences and the media 	Application form/ Assessment/ Interview
<ul style="list-style-type: none"> • Practical experience in successfully leading and facilitating change. 	Application form Interview
<ul style="list-style-type: none"> • Experienced in financial management and budgetary control 	Application form/ Assessment/ Interview
<ul style="list-style-type: none"> • Understanding of the Equality Act 2010, Public Sector Equality Duty, and their specific application to Public Health practice 	Application form/ Assessment/ Interview
<ul style="list-style-type: none"> • 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
<ul style="list-style-type: none"> • This position is subject to a criminal records disclosure check 	YES
<ul style="list-style-type: none"> • This is a politically restrictive position 	YES

****Applicants going through the portfolio registration routes (GMC or UKPHR) are not eligible to be shortlisted for interview until they are included on the register. The six-month rule does not apply to these portfolio route applicants.**