

Job Description

Job Title	Consultant in Public Health
Reports to	Director of Public Health
Directorate	Public Health and Wellbeing
Job number	3216
Grade	SM2 (£73,080 - £85,508)

Context and overall purpose of the job

The Public Health Team in North Northamptonshire Council is recently established in October 2022, following the transfer of responsibilities from a combined Public Health team in Northamptonshire to the two newly established local authorities.

The Consultant in Public Health role will bring public health and leadership experience to the development and the delivery of the public health agenda in North Northamptonshire and the implementation of the public health requirements placed on local authorities under the Health and Social Care Act 2012.

The post holder will be an important member of the Public Health leadership team for North Northamptonshire and will support the Director of Public Health to deliver his or her responsibilities across the county, including the commissioning responsibilities contained within the section 7a agreement with the Secretary of State. The post holder will contribute to the implementation of all relevant national and local policy and recommendations, ensuring that population health principles and approaches are at the heart of local transformation in order to secure improved health outcomes, including prevention of ill-health and reduced health inequalities.

In addition the post holder will manage, and be responsible for, a portfolio of public health programme areas and the associated staff and resources as required by the Director of Public Health, while contributing to the wider public health agenda and supporting the Public Health Team as a whole.

The public health team has three main duties:

- To take steps to improve the health of the population, including commissioning public health action and interventions;
- In tandem with central government, to take steps to protect the population against threats and hazards and organise efforts to ensure plans are in place to respond to any health protection emergencies; and
- To provide commissioning advice and support to ICB and partner organisations.

This role exists:

- To have responsibility for development, implementation and delivery of local policies, developing and evaluating inter-agency and interdisciplinary strategic plans and programmes to improve public health and wellbeing in the county; and
- To provide expert public health advice and leadership to support and inform an evidence-based approach within ethical frameworks for commissioning, and developing high quality equitable services to improve public health and wellbeing in North Northamptonshire.

The post holder will have individual objectives and a job plan, and will also create a supported personal development plan with the Director of Public Health to build on existing knowledge and develop any additional skills/competencies required to take a leadership role in one or more public health programme areas. The job plan documents will set out the agreed programmed activities (PAs) that are necessary to fulfil the duties and responsibilities described in the job description.

Main Accountabilities

The post is subject to the core competencies as set out by the Faculty of Public Health for Consultant appointments and the post holder will be expected to demonstrate expertise in all of them (Appendix A). The post holder's main accountabilities are:

1. To provide strategic and system leadership and provide and coordinate high quality professional Public Health input, support and advice to the local system to drive improvements in outcomes, prevention of ill health, promotion of good health and reductions in health inequalities;
2. To be responsible for development, implementation and delivery of local policies, developing inter-agency and interdisciplinary strategic plans and programmes, with delegated authority to deliver key public health targets;
3. To provide expert public health advice and leadership to support and inform an evidence-based approach within ethical frameworks for commissioning and develop high quality equitable services, across primary, secondary and social care, and across sectors including local authorities, voluntary organisations, etc.;
4. To develop and utilise information and intelligence systems to underpin public health action across disciplines and organisations, leading collation and interpretation of relevant data;
5. To monitor and contribute to the formulation of Public Health and Wellbeing Directorate budgets and inform and manage financial initiatives;
6. To lead on public health research in specific topic areas, and commission research audits/projects, and/or undertake research or audit and translate research findings into public health practice;
7. To provide public health expert advice to health organisations in Northamptonshire, including ensuring that there is an effective use of secondary care and primary care data to inform the ICB's commissioning and provider functions, and

developing a work programme to enable ICB to receive timely advice to inform their commissioning plans; and

8. To respond when required to press enquiries and general public concerns, in conjunction with the communications team and in accordance with organisational policy.

PERSONAL AND PROFESSIONAL DEVELOPMENT

9. To work in accordance with the appropriate professional group's code of conduct and appraisal and revalidation process as appropriate and relevant to role (e.g. NMC, GMC, Department of Health Code of Conduct for Senior Managers, CIPD, etc.);
10. To pursue a programme of Continuing Professional Development including mandatory training in accordance with the requirements of a recognised Professional body e.g. Faculty of Public Health, Royal College of Pathologists, etc.;
11. On the occasions when a medical qualification and GMC specialist registration are required, medically qualified members may be asked to undertake specific duties such as in the development of Patient Group Direction or Medical Officer Functions in the Regulations of the Public Health Act, such occasions may be based on legislative or organisational requirements;
12. To ensure direct reports and all staff members within scope of responsibility have objectives that are based on corporate strategy and that they are held to account for their delivery;
13. To ensure appropriate clinical/professional development and mentorship systems are in place for teams within area of responsibility and provide direct clinical/professional supervision and mentorship as appropriate including the management of Specialty Registrars in Public Health;
14. To carry out your duties in line with all organisational policies, procedures and standards; and
15. To deputise for the Director of Public Health when required.

The above is only an outline of the tasks, responsibilities and outcomes required of the role. You will carry out any other duties as may reasonably be required by the Director of Public Health. The job description and person specification may be reviewed on an ongoing basis in accordance with the changing needs of the organisation or the Public Health and Wellbeing Directorate.

Person Specification

Qualifications, Knowledge, Skills & Experience

Qualifications		
Required	Subject	Essential/Desirable
Inclusion in either: the GMC Specialist Register/GDC Specialist List/UK Public Health Register (UKPHR) for Public Health Specialists	Public Health	Essential
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 medicine practice	Public Health	Essential
Public health specialty registrar applicants who are not yet on the GMC Specialist Register/GDC Specialist List in dental public health/UKPHR must provide verifiable signed documentary evidence that they are within 6 months of gaining entry at the date of interview; all other applicants must provide verifiable signed documentary evidence that they have applied for inclusion in the GMC/GDC/UKPHR specialist registers	Public Health	Essential
Qualification in health economics	Health economics	Desirable
Knowledge		

Description	Demonstrate	Essential/Desirable
Applicants must meet minimum CPD requirements (i.e. be up to date) in accordance with Faculty of Public Health requirements and/or other recognised body to which the post holder has membership	The post holder must demonstrate continual professional development	Essential
High level of understanding of epidemiology and statistics, public health practice, health promotion, health economics and health care evaluation	Through knowledge of technical aspects of public health, including incisive analysis of health data and research	Essential
Understanding of health economics	Through knowledge of technical aspects of health economics and application to strategy development, planning and evaluation	Desirable
Understanding of NHS and local government cultures, structures and policies	Detailed understanding of organisational, cultural and governance differences and how to deliver in diverse environments	Essential
Knowledge of methods of developing clinical quality assurance, quality improvement and evidence based clinical and/or public health practice	Detailed technical knowledge regarding quality assurance in a health as well as a local authority environment	Essential
Understanding of social and political environment	Detailed understanding of local stakeholders, local community and its needs, and barriers and opportunities to support delivery	Essential
Understanding of interfaces between health and social care	Detailed understanding of legislation, best practice, data sharing, governance, safeguarding and	Essential

	accountability across organisations	
Skills		
Description	Demonstrate	Essential/Desirable
Strategic thinker with proven leadership skills	Ability to make evidence based connections across complex multi-organisational arrangements, and to lead a range of people, including clinicians, in implementing change and improvements	Essential
Excellent oral and written communication skills (including dealing with the media)	Excellent report writing skills, including ability to critically review research papers and incorporate research into written and verbal reports. Ability to persuade a wide range of stakeholders to support decision making and behavioural change, with excellent judgement of selection of communication style appropriate to each audience	Essential
Effective interpersonal, motivational and influencing skills	Excellent ability in transforming data and research into delivery, inspiring change across a wide range of individuals and organisations, including politicians, clinicians and the wider workforce	Essential
Ability to respond appropriately in unplanned and unforeseen circumstances	Extensive experience in public health delivery, sufficient to make swift and good decisions in new and unforeseen circumstances	Essential

Sensible negotiator with practical expectations of what can be achieved	Clear expectations of what can be realistically delivered with partners and ability to set meaningful ambitious but deliverable targets	Essential
Substantially numerate with highly developed analytical skills using qualitative and quantitative data	High level of analytical capability, including ready familiarity with statistical methods and limitations	Essential
Computer literate	Effective ICT skills and ability to use a wide range of software, including analytical tools and presentational software	Essential
Ability to design, develop, interpret and implement policies	Strong skills in interpreting best practice and guidance and developing policy and delivery plans, taking into account local needs and variations	Essential
Resource management skills	Effective in deploying finite resources to changing priorities - able to prioritise work and work well against a background of change and uncertainty	Essential
Experience		
Description	Demonstrate	Essential/Desirable
Project management skills	Significant experience in project management and delivery, reporting on progress against milestones, managing risks and issues, and benefits tracking	Essential
Practical experience in facilitating change	Considerable experience in facilitation of system change, with strong focus on managing risks and maintaining/ improving quality and of embedding change through	Essential



	effective engagements with leaders, clinicians and the wider workforce	
Budget management skills	Experience in managing budgets, forecasting, costing proposals and identifying opportunities for financial savings	Essential
Coaching and mentoring skills	Experience in, and ability to, provide coaching and mentoring to other public health staff including as part of their formal professional development	Desirable
Scientific publications, presentation of papers at conferences, seminars etc.	Experience of producing research with peer reviewed publication of method, analysis and conclusions	Desirable