

Job Description and Person Specification

Job details

Job title: Behavioural Scientist – 2-year Fixed Term

Grade: BCW/ENC Grade 7 (£39,186 - £43,421)

Reports to: Research & Evaluation Manager

Responsible for: N/A

Directorate and Service area: Public Health

Purpose of the job

The Behaviour Change role will provide strategic leadership on the application of behavioural and social science across the local authority. The postholder will work within PH and across directorates to support the planning, development, implementation, and evaluation of a range of behavioural and social science initiatives. Working to optimise the delivery of services and processes across the local authority this role will support the strategic aims of the organisation to improve outcomes for citizens and the organisation as a whole. The post holder will lead on the following activities:

- Ensuring the inclusion of insights, theories and methods of behavioural and social science in all key strategic priorities for the local authority including oversight of the assessment, formulation, delivery, and evaluation of specialist behavioural and social science interventions.
- Building capacity across the organisation by upskilling the workforce in behaviour change approaches and skills through the provision of consultation, training and support.
- Embedding insights from behavioural and social science into the services and processes within the local authority to inform service delivery.

Principal responsibilities

1. To work closely with colleagues and stakeholders to support the development of interventions across priority business areas
2. To critically appraise the behavioural science evidence (qualitative and quantitative) to identify specific drivers for behaviour change interventions.
3. Lead on and contribute to the writing of high-quality literature reviews and reports, gathering evidence from a variety of sources including peer reviewed journals, policy/strategy documents, and grey literature.
4. Work with the Research & Evaluation Manager to support the synthesis and interpretation of evidence and insights to inform methodology and theory selection
5. Identify, develop, evaluate and support the use of appropriate tools and resources by colleagues for the application of effective behaviour change approaches.
6. Understand the current capability and capacity within teams (conducting needs analysis where appropriate) and feed into plans to deliver behaviour change training to a range of professionals including the Public Health team. Working with directorates and project leads to apply behavioural and social science theories and methods to projects

7. Contribute to the dissemination of findings to senior managers, commissioners and elected members through verbal presentations, as required under the guidance of the Research & Evaluation manager
8. Contribute to project updates for key stakeholders and colleagues (verbal and/or written) and attendance at relevant meetings as required

General responsibilities applicable to all jobs

1. Demonstrate awareness/understanding of equal opportunities and other people's behavioural, physical, social and welfare needs.
2. Comply with the Council's policies and procedures including (but not limited to) safeguarding, financial regulations, promotion of equalities, customer care, agreed audit actions and health and safety (ensuring that reasonable care is taken at all times for the health, safety and welfare of yourself and other persons).
3. Understand the council's commitment to Corporate Parenting and take responsibility to support this commitment. Enable the council to be the best corporate parents possible to children and young people in our current and previous care.
4. Carry out any other duties which fall within the broad spirit, scope and purpose of this job description and which are commensurate with the grade of the post.

This job description reflects the major tasks to be carried out by the post holder and identifies a level of responsibility at which they will be required to work. In the interests of effective working, the major tasks may be reviewed from time to time to reflect changing needs and circumstances. Such reviews and any consequential changes will be carried out in consultation with the post holder.

Special features of the post

DBS

This post requires satisfactory clearance of a Disclosure and Barring Service disclosure.

Political Restrictions

Under the Local Government and Housing Act 1989 this post is classified as a politically restricted or sensitive post. Holders of such posts are disqualified from seeking election to or being a member of the House of Commons, the European Parliament, or a Local Authority, other than a Parish Council

Medical Clearance

This post requires satisfactory evidence of being fully vaccinated against Covid-19 in line with government guidance.

Person Specification

Attributes	Essential criteria	Desirable criteria
Education, Qualifications and Training	Undergraduate degree in psychology, social science or related discipline	Master's in health psychology accredited by the British Psychological Society, or Masters in Behaviour Change or Behavioural/Social Science or related subject
Experience and Knowledge	<p>Knowledge of the most frequently used frameworks and theories used in behaviour change theory and practice (e.g. Behaviour Change Wheel, Theoretical Domains Framework, COM-B, Intervention Mapping, Social Practice Theory)</p> <p>Up to date knowledge of national and local priorities in relation to local authorities and public health issues</p> <p>Knowledge of main approaches to evidence reviewing and synthesis, including the use of peer-reviewed and grey literature</p> <p>Experience of using behavioural science theories and frameworks to develop interventions to change behaviour at individual, community and population level</p>	<p>Knowledge of research and evaluation methods for understanding effectiveness of behaviour change interventions (e.g. logic models, RCTs, process evaluation, impact and outcome evaluation, survey design, qualitative approaches)</p> <p>Knowledge of local authority cultures, pressures and processes</p> <p>Knowledge of social marketing</p> <p>Experience of working in a health-related public sector body such as a local authority, the NHS or equivalent</p>
Ability and Skills	<p>Ability to critically appraise published research, draw conclusions and make appropriate recommendations</p> <p>Ability to produce effective reports on activities for a range of stakeholders, including publication for peer</p>	Ability to design training interventions to build capacity across a range of different stakeholders E

Attributes	Essential criteria	Desirable criteria
	<p>reviewed journals, policymakers, members of the public, and other professional groups</p> <p>Ability to communicate effectively with a range of stakeholders in verbal and written form.</p> <p>Ability to deliver training interventions to build capacity across a range of different stakeholders</p> <p>Proficiency in the use of major computer and statistical packages (e.g. Word, Excel, Powerpoint, SPSS, Qualtrix, Nvivo or equivalent) for data collection, analysis and communication</p> <p>Ability to prioritise and plan effectively to deliver to deadlines.</p> <p>Ability to respond constructively to differences of opinion and conflict</p> <p>Self-motivated and able to proactively manage own workload</p>	

Attributes	Essential criteria	Desirable criteria
	<p>Ability to prioritise and manage conflicting deadlines</p> <p>If this is a customer-facing role, spoken English fluency must be included here (refer to the guidance for managers on the English Fluency duty).</p>	
Equal Opportunities	Ability to demonstrate awareness/understanding of equal opportunities and other people's behaviour, physical, social and welfare needs.	
Additional Factors	<ul style="list-style-type: none"> • This is a hybrid role. • Access to and attendance at office and meeting locations in the North Northants area and ability to travel to these is required • Ability to attend face to face meetings in Northamptonshire when required including occasional meetings outside of normal office hours. <p>Flexible approach to work, and demonstrable commitment to the council's "One Team" approach</p>	