

LONDON BOROUGH OF LEWISHAM

JOB DESCRIPTION

Designation:	Senior Consultant in Public Health (Health Improvement)	Grade:	JNC4
Reports to (Designation):	Director of Public Health	Grade:	JNC3
Directorate:	Adult Social Care & Health	Section:	Public Health

Main Purpose of the job:

To support the Director of Public Health to lead on improving health and wellbeing in Lewisham underpinned by the statutory duty placed on local government to take appropriate steps to improve the wellbeing of its residents.

The post-holder will be responsible for leading a broad public health portfolio that includes providing strategic direction and oversight of Health Improvement (smoking cessation/tobacco control, healthy weight and CVD prevention), Health Intelligence and Healthcare Public Health work/initiatives in Lewisham.

Summary of Responsibilities and Personal Duties:

- 1.1 To have responsibility for development, implementation and delivery of national, regional and local public health policies, developing inter-agency and interdisciplinary strategic plans and programmes to address health inequalities in Lewisham, with delegated authority to deliver key public health targets for health improvement, health intelligence and healthcare public health.
- 1.2 To provide expert public health advice and leadership to support and inform an evidence-based approach within ethical frameworks for public health commissioning and developing high quality equitable smoking cessation, substance misuse and healthy weight services in Lewisham.
- 1.3 To develop and utilise information and intelligence systems to underpin public health action across disciplines and organisations, leading collation and interpretation of relevant data as part of the Joint Strategic Needs Assessment (JSNA) process.
- 1.4 To be specifically accountable for the production and delivery of the JSNA, strategies and service plans consistent with the objectives, priorities and targets of the Corporate Strategy, the Health and Wellbeing Strategy, and community plans at area level.
- 1.5 The post-holder will be expected to maintain general and specific expertise and will be required to deputise for the Director of Public Health when needed.

2. Management responsibilities

As a senior Lewisham manager to:

- 2.1 Be responsible for professional advice and support within the service to deliver in partnership with others, the Council's vision, values and ways of working.
- 2.2 Take responsibility for the planning and management of services, ensuring that community and customer needs are identified and met.

2.3 Ensure the delivery of identified service objectives and continuous improvement of service targets.

2.4 Achieve results through the effective management and development of people, including regular review through the Council's appraisal system.

2.5 Ensure the effective deployment of financial resources and compliance with statutory, professional and organisational frameworks.

2.6 To contribute to the strategic planning of the Council with a particular focus on reducing health inequalities, health protection, improving health and wellbeing and health care quality.

3. Professional accountabilities

3.1 Contribute actively to the training programme for Foundation Year Doctors/SHOs/Specialist Registrars in Public Health Medicine and Public Health Specialist Trainees as appropriate, and to the training of practitioners and primary care professionals within the locality

3.2 Pursue a programme of CPD/CME, in accordance with Faculty of Public Health requirements, or other recognised body, and undertake revalidation, audit or other measures required to remain on the GMC/GDC Specialist Register or the UK Voluntary Register for Public Health Specialists or other specialist register as appropriate.

4. Responsibilities

4.1 Leadership and collaborative working for health

- To be a visible and effective leader, modelling exemplary behaviour for staff in promoting a culture of seeking excellence in the quality of service provision and of valuing equality and diversity in all aspects of service delivery and employment practices.
- To take a lead role on behalf of the Director of Public Health in developing inter-agency and interdisciplinary short and long-term strategic plans for securing health improvement both in the general population and in vulnerable groups at high risk of poor health and/or reduced life expectancy, in partnership with a range of agencies such as those in the statutory, non-statutory, voluntary and private sectors and by taking lead responsibility as required by the Director of Public Health for the Council.
- To lead as required by the Director of Public Health on the integration of health, social services and voluntary organisations to promote effective joint working to ensure delivery of the wider government targets.
- To influence external agencies in their public health policy decisions by working with complex professional, managerial and population groups and other organisations in the statutory, non-statutory and private sectors.
- To ensure the positive engagement of staff across all Council services in the delivery of Public Health services.
- To actively promote and foster a culture of organisational learning and development, including the identification and coaching/mentoring opportunities for staff with talent and leadership ability.

4.2 Financial Management

- To utilise the public health resources imaginatively and cost effectively across all domains of public health to improve health and wellbeing of local communities and reduce inequalities in health outcomes.
- To be accountable for the service budgets of Public Health under the direction of the Director of Public Health, ensuring the Council receives value for money across general budgets and income streams applicable to the services.

4.3 Policy and strategy development and implementation

- To lead as required by the Director of Public Health on the communication, dissemination and implementation and delivery of national, regional and local public health policies, developing inter-agency and interdisciplinary strategic plans and programmes, with delegated authority to deliver key public health targets.
- To act in an expert advisory capacity on public health knowledge, standards and practice, across the spectrum of public health.
- To be responsible for the development and implementation of multi-agency long-term public health programmes as required, based on identification of areas of potential health improvement, the diversity of local needs and the reduction of inequalities.

4.4 Health Improvement

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

4.5 Health Protection

- To contribute to safeguarding the health of the population in relation to communicable disease, infection control and environmental health, including delivery of immunisation targets.
- To communicate effectively and diplomatically with a wide audience including the media and the public as required by the Council to change practice in highly challenging circumstances such as communicable disease outbreaks, chemical incidents, immunisation, and screening.

4.6 Service Improvement

- To provide expert advice to support evidence-based commissioning, prioritisation of services for the population in order to maximise opportunities for health improvement.
- To be responsible for implementation of NICE/National Service Frameworks or equivalent national standards/guidance and frameworks.
- To provide public health advice and support to CCG developments of clinical networks, clinical governance and/or audit.

4.7 Public Health Intelligence

- To analyse and evaluate quantitative and qualitative data and research evidence from a range of sources to make recommendations and inform decision making which has long term impacts.
- To compare, analyse and interpret highly complex options for running projects identified as key public health priorities, and communicate this information across organisations and the local community.
- To lead on, plan and design agreed aspects of the assessment of health needs, health inequalities, and health impact assessment, to identify areas for action within the local population based on the best available evidence and to be responsible for short and long term planning and for providing advice on the treatment of groups of populations

4.8 Academic Public Health/ Research and Development

- To undertake and commission literature reviews, evaluative research surveys, audits and other research as required to inform equitable service and reduce health inequalities.
- To develop public health capacity through education and training by raising awareness of the contribution of public health skills and knowledge in the local health community, including the local authority and the voluntary sectors, by contributing to teaching at undergraduate and postgraduate level and by supervising those training and working in public health.

Internal Contacts:

Directors, Heads of Service and Service Managers across all parts of the council. Elected members.

External Contacts:

The CCG, Public Health England, NHS England, Primary care contractors, public, private and voluntary sector providers.

To carry out the duties of the post with due regard to the Council's employment policies, core values and equalities framework.

All employees are required to participate in the Performance Evaluation Scheme (PES) and to undertake appropriate training and development identified to enhance their work.

All employees are required to comply with the Council's Health & Safety policies and procedures at all times, taking due care for themselves, colleagues and members of the public.

Assist in carrying out the Council's environmental policy within the day to day activities of the post.

Undertake other duties, commensurate with the grade, as may reasonably be required.

Consideration will be given to making reasonable adjustments for a disabled postholder

THIS JOB DESCRIPTION MAY NEED TO BE AMENDED BY THE DIRECTORATE FROM TIME TO TIME TO MEET THE CHANGING NEEDS OF THE SERVICE.

Number of fully managed staff: **Up to 5**

PERSON SPECIFICATION

JOB TITLE:	Senior Consultant in Public Health (Health Improvement)
GRADE:	JNC4
DIRECTORATE:	Adults Social Care & Health
DIVISION:	Public Health

Note to Candidates

The Person Specification is a picture of the skills, knowledge and experience needed to carry out the job. It has been used to draw up the advert and will also be used in the shortlisting and interview process for this post.

Those categories marked 'S' will be used especially for the purpose of shortlisting.

If you are a disabled person, but are unable to meet some of the job requirements specifically because of your disability, please address this in your application. If you meet all the other criteria you will be put forward to the initial shortlist stage.

Knowledge

Broad understanding of factors contributing to health, including structure of healthcare systems/services and government policy.	S
High level of understanding of epidemiology and statistics, public health practice, health promotion, health economics and health care evaluation.	S
Knowledge and understanding of the NHS	S
Knowledge of methods of developing clinical quality assurance, quality improvement and evidence based clinical and/or public health practice.	S
Understanding of social and political environment	S
Understanding of local authorities and social services	S
Extensive knowledge of the financial, legal and social environment within which local authorities operate.	S

Aptitude

- Ability to work with people of all capabilities and attitudes.
- Ability to work with both internal and external parties.

Skills

- Strategic thinker with proven leadership skills
- Excellent oral and written communication skills (including dealing with the media)

A record of successfully engaging with others, building positive relationships with a variety of communities, partner organisations, private sector providers, Government, public agencies and statutory authorities.

Ability to strongly influence and negotiate change with senior management and staff across the Council and the ability to manage major change effecting a diverse range of services.

Ability to construct detailed and technical reports, ranging from highly technical to politically sensitive, that clearly demonstrate the impact and risk of key decisions to a variety of different audiences.

Ability to respond appropriately in unplanned and unforeseen circumstances.

Highly developed persuading, communicating and interpersonal skills to gain commitment, support, respect, trust and confidence.

Sensible negotiator with practical expectation of what can be achieved.

Ability to design, develop, interpret and implement policies.

Experience

Extensive experience and consistent achievement in improving health inequalities and health outcomes at a senior management level within an organisation of comparable size and complexity. **S**

Proven ability to work effectively within a political environment and establish positive relationship with Elected Members. **S**

Proven ability to manage staff to ensure the efficient and effective operational delivery of services and the successful performance. **S**

Practical experience in facilitating change **S**

Proven track-record of effectively managing budgets, identifying efficiencies and delivering services within existing resources. **S**

Professional Qualification(s)

Inclusion in the GMC Specialist Register/GDC Specialist List/UK Voluntary Register (UKVR) for Public Health Specialists **S**

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. **S**

Public health specialist registrar and specialist trainee applicants who are not yet on the GMC Specialist Register/GDC Specialist List in dental public health/UKVR 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/UKVR specialist registers **S**

Applicants must meet minimum CPD requirements (i.e., be up to date) in accordance with Faculty of Public Health requirements or other recognised body

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Personal Qualities

Strong commitment to public health principles

Able to prioritise work, and work well against a background of change and uncertainty and meet tight deadlines.

Adaptable and flexible

Commitment to team-working

Self-motivated, pro-active, and innovative

High standards of professional probity

Equal Opportunities

Awareness of Equal Opportunities and diversity issues in relation to public health services.

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