

Leader and Manager

Job Description (T1-4)

Job Title	Consultant in Public Health: Health Protection, Sustainability and Migrant Health
Salary	£79,364 - £86,939 (T3A)
Benefits	Agile working, leave, pension, inclusive culture, generous holiday
Directorate	Communities
Team	Public Health
Accountable to	Director of Public Health (deputising when necessary)
Hours	37, agile working but to be on call if required for communicable disease control/health protection
Location	Home, Warwick and locations across Warwickshire
Accountable for:	
<ul style="list-style-type: none"> Team Responsibility (FTE) 	3 (In addition, the role includes training colleagues, trainees (GP and Public Health registrars, as well as F2 doctors) and students)
<ul style="list-style-type: none"> Annual Budget 	Approx £4.5m
Politically restricted role	Yes
JEID (Job Identifier number)	Z201

Key responsibilities (including technical responsibilities and key stake holders/customers)

You will be responsible for leading Health Protection assurance, and associated programmes, across Coventry & Warwickshire, including next phases of COVID-19 response and recovery and as lead for Public Health on the Sustainability and Migrant Health agendas.

You will work to prevent and reduce levels of communicable disease, environmental hazards (with linked portfolio areas of fuel poverty and air quality), drugs and alcohol and oral health, and ensure that screening and immunisation programmes have comprehensive coverage within the local population. You will also lead the rapidly expanding Migrant Health agenda for the public health team.

Working alongside our People Strategy and Commissioning team, you will provide expert input into the commissioning of a range of services: community nursing TB service, sexual health services, affordable warmth services, drug and alcohol services and oral health promotion. You will also be the key lead for public health emergency planning.

Working closely and co-operatively a range of partner organisations, and internally across council directorates, you will act as a point continuity and continue to emphasise the importance of the health protection agenda balancing national and local priorities. You will

work with a range of clinical staff within primary and secondary care and the emerging integrated care system, NHS England as well as with the UK Health Security Agency. Office for Health Improvement and Disparities and local government regulatory services (e.g. Environmental Health, Trading Standards)

You will have responsibility for development, implementation and delivery of national, regional and local policies, developing inter-agency and interdisciplinary strategic plans and programmes, with delegated Board or organisational authority to deliver key public health targets, building upon relationships developed during the pandemic with care, education and workplace settings as well as the range of partners mentioned above. You will support the wider work of the department and priorities for the Health and Wellbeing Board and Integrated Care System.

You will 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, across primary, secondary and social care, and across sectors including local authorities, community and voluntary organisations, private sector etc. You will also ensure that the full range of benefits of the public health mandated services are delivered to residents of the authority. These services include; sexual health services, NHS Health Checks, specialist public health support to Integrated Care systems. This will include taking responsibility for the relevant outcome indicators within the UKHSA, OHID, NHS (and Social Care) Outcome frameworks and working across organisational boundaries.

You will develop and utilise information and intelligence systems to underpin public health action across disciplines and organisations, leading collation and interpretation of relevant data; as well as commissioning/undertaking research audits/projects

You will be accountable to the Warwickshire Public Health Department but will work closely with the Coventry Health Protection team on agreed joint priorities, sharing system leadership.

You will manage staff and contribute to public health/health professional training, and will be an authorised signatory, budget or delegated budget holder.

Professional appraisal will be required, and you will be expected to deputise for the Director of Public Health as required. Further, in agreement with the DPH, you will contribute as an appraiser to the professional appraisal system

You will be expected to take part in on-call arrangements for communicable disease control/health protection as appropriate depending on local arrangements;

You may be required to undertake other duties which fall within the grading of the post to meet the needs of this new and developing service

Person Specification

What we are looking for

Technical Competencies and Professional Expertise that are essential

- Inclusion in the GMC Full and Specialist Register with a license to practice/GDC Specialist List (or be eligible for registration within six months of interview) or inclusion in the UK Public Health Register (UKPHR) for Public Health Specialists (or be eligible for registration within six months of interview)
- 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
- Public health **specialty registrar applicants** who are 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. **All other applicants NOT YET** granted specialist registration, **must provide verifiable signed documentary evidence** from the REGISTER concerned **that they have submitted satisfactory evidence** and **therefore registration within six months of date of interview is assured**.
- 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 [see shortlisting notes below for additional guidance]
- Applicants must meet minimum CPD requirements (i.e. be up to date) in accordance with Faculty of Public Health requirements or other recognised body. Applicants must also undertake revalidation, audit or other measures required to remain on the GMC/GDC Specialist Register or the UK Public Health Register, or other specialist register as appropriate
- MFPH by examination, by exemption or by assessment
- Masters in Public Health or equivalent (Desirable)
- Able to influence senior members including directors and CEOs
- Strong leadership skills which reflect WCC competencies and behaviours in both leading own team and supporting others
- Proven skill to negotiate, influence and motivate a range of clinical and non clinical leaders will be a pre-requisite as will the flexibility to deal with complex public health issues often working within and between organisations and influencing without authority.
- The ability to cope with multiple and changing demands, and to meet tight deadlines.

- A strong analytical mind and be confident in handling and using data (qualitative, including health economics, and quantitative information) to shape and inform policy and strategy work.
- Delivery of successful change management programmes across organisational boundaries
- Media experience demonstrating delivery of effective health behaviour or health promotion messages
- Experience of using complex information to explain public health issues to a range of audiences
- Able to demonstrate and motivate organisations to contribute to improving the public's health and wellbeing through mainstream activities and within resources
- Ability to lead and manage the response successfully in unplanned and unforeseen circumstances
- Ability to design, develop, interpret and implement strategies and policies
- In depth understanding of the health and care system and the relationships with both local national government
- In depth knowledge of methods of developing clinical quality assurance, quality improvement, evaluations and evidence based public health practice
- Understanding of the public sector duty and the inequality duty and their application to public health practice
- Experience of managing a budget

What we are looking for

FACULTY OF PUBLIC HEALTH COMPETENCY AREAS (2015 CURRICULUM)

Use of public health intelligence to survey and assess a population's health and wellbeing

To be able to synthesise data into information about the surveillance or assessment of a population's health and wellbeing from multiple sources that can be communicated clearly and inform action planning to improve population health outcomes.

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.

Policy and strategy development and implementation

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

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.

Health Improvement, Determinants of Health and Health Communications

To influence and act on the broad determinants and behaviours influencing health at a system, community and individual level.

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.

Health and Care Public Health

To be able to improve the efficiency, effectiveness, safety, reliability, responsiveness and equity of health and care services through applying insights from multiple sources including formal research, health surveillance, needs analysis, service monitoring and evaluation.

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.

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), the Faculty of Public Health's "Good Public Health Practice" and the UKPHR's Code of Conduct.

Integration and application of competencies 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.

Medically qualified members of the public health team are expected to play certain roles in medical leadership, in relationships with the medical profession and in bringing a medical perspective to public health advice. A medically qualified holder of this post would be expected to share these roles with other medically qualified members of the team.

Our Values and Behaviours

We want to support our workforce to be best they can be. Our Behaviours and values provide a framework for our culture and give reflect the standards we expect from all our people. We are committed to creating a working environment of equality, respect and inclusion where everyone can thrive and contribute to our community. Working with us gives you the opportunity to make a real difference to the lives of the people of Warwickshire.

Our Values and Behaviours – The Warwickshire DNA



Our Competencies

Our competencies and behavioural indicators (defined within each core competency) describe the behaviours, actions and activities which we believe are associated with effective performance and job success. These will be considered, along with the behaviours and values, in our application and assessment process.

Generic Competency	Indicators
Driving organisational performance through change	<p>Recognises the need for change, interprets it and initiates change by setting the agenda. Translates the requirement for change into clear objectives, effective plans and systems.</p> <p>Uses change management processes effectively, mobilises the team and builds support and commitment to the delivery of change through their leadership style.</p> <p>Communicates consistently the need for change and engages others to respond effectively and work collaboratively to implement change programmes and achieve real change.</p> <p>Ensures the right provider is commissioned to achieve WCC objectives through a mixed economy of internal and external suppliers. Assesses the most suitable means of delivering the commissioning intentions.</p>

	<p>Monitors progress on the delivery of change projects, ensuring results are aligned and delivered to meet corporate requirements. Undertakes periodic reviews of commissioning intentions, outcomes and business measures to identify areas for improvement.</p> <p>Regularly reviews procedures, processes and systems and identifies ways to improve them in order to deliver WCC objectives with more streamlined resources.</p>
Generic Competency	Indicators
Organisational & People Leadership	<p>Uses understanding of the external and internal context together with WCC's strategy and partnership arrangements to deliver service outcomes.</p> <p>Recognises how political changes and sensitivities impact on own and team's work.</p> <p>Monitors and reviews the changing needs of customers, anticipates the resulting changes and the impact on own and team's work.</p> <p>Works with key stakeholders and partners to develop a clear and agreed view of WCC service requirements and target outcomes. Monitors and evaluates supplier performance and works to make recommendations for continuous improvement.</p> <p>Ensures effective quality assurance, performance management and use of data and quality to maximise performance of the service.</p> <p>Role models WCC leadership behaviours, and inspires staff and partners to engage fully with the vision and direction of WCC. Promotes and facilitates an environment of common focus and action, collaboration and personal development.</p>
Generic Competency	Indicators
Strategic thinking & planning	<p>Reviews external developments together with the organisation's strategic plans to identify trends, opportunities, risks and benefits which affect the work of their team.</p> <p>Remains up to date with political, economic, environmental, technological, operational and social developments that have an impact.</p>

	<p>Develops insight into the issues facing WCC and uses these to contribute to the functional agenda and purpose in delivering services to meet stakeholder requirements.</p> <p>Develops and uses insights to create prioritised plans (and develop prioritisation techniques) to enable the achievement of the organisation's commissioning and delivery goals.</p> <p>Anticipates and responds to organisational issues and challenges by balancing a range of operational interventions and solutions.</p> <p>Ensures all their activities are focussed, co-ordinated and prioritised on delivering greatest value for the organisation.</p>
Generic Competency	Indicators
Performance & standards	<p>Sets the delivery framework and ensures contractual, service, quality and performance measures are met.</p> <p>Measures performance, challenges inefficient processes and practices, and initiates improvement.</p> <p>Develops and reviews policies, procedures and processes, identifying and implementing improvements to achieve the service objectives.</p> <p>Develops effective approaches to programme development and implementation, taking into account conflicting demands and anticipates problems and opportunities.</p> <p>Evaluates results and assesses the effectiveness of processes and systems with a view to identifying learning and improvements.</p> <p>Expects and supports high standards of performance through clear purpose and accountability and challenges poor performance.</p>
Generic Competency	Indicators
Relationship management	<p>Takes steps to understand and consider the diverse opinions of stakeholders ahead of providing advice or decision making.</p> <p>Develops deep insight into own style and impact and is adept at reading and influencing a variety of people.</p> <p>Builds shared ownership and increased commitment by giving responsibility and recognition to colleagues and team members.</p>

	<p>Builds and maintains effective relationships with key stakeholder groups.</p> <p>Builds strong relationships based on credibility and trust with the internal or external customer and the wider organisation.</p> <p>Engages and empowers others to work collaboratively across all functional boundaries and with stakeholders.</p>
Generic Competency	Indicators
Personal Management	<p>Works with people involved or affected by a situation to develop options and shared solutions.</p> <p>Flexible and willing to change mind in light of new information. Accepts feedback and responds in a thoughtful and considered way.</p> <p>Delivers personally and through others across projects by setting clear goals and targets, monitoring progress and holding people to account.</p> <p>Pursues and adopts a continuous learning and professional development approach, showing interest in new ideas and opportunities to build on success.</p>

What we are looking for

FACULTY OF PUBLIC HEALTH SHORTLISTING NOTES

In order to be shortlisted for a consultant post applicants who are not yet on the GMC Specialist Register/GDC Specialist List in dental public health/UK Public Health (Specialist) Register (UKPHR) **must provide verifiable signed documentary evidence** that an application for inclusion on one of these specialist registers is **guaranteed** and is simply the time taken to process application.

Applicants in training grades

Medical and dental applicants

All medical/dental applicants must have Full and Specialist registration (with a license to practice) with the General Medical Council or General Dental Council (GMC/GDC) or **be eligible for registration within six months of interview**. Once a candidate is a holder of the Certificate of Completion of Training (CCT), registration with the relevant register is guaranteed.

Applicants that are UK trained, 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 demonstrated by a letter from the Training Programme.

Non-Medical Applicants in training programme

All nonmedical applicants must be registered with the UKPHR **or be registered within six months of the interview**. Applicants must provide proof (confirmation from UKPHR or the CCT) of this at interview.

Applicants in non-training grades

Applicants that are non-UK trained, will be required to show evidence of equivalence to the UK CCT.

Applicants from a medical background would normally be expected to have gained full specialist registration with the GMC through the Certificate of Eligibility for Specialist Registration (CESR) route. However, exceptionally, individuals who can demonstrate that they have submitted CESR application to the GMC may be considered for shortlisting.

Applicants from a background other than medicine would normally be expected to have gained full specialist registration with the UKPHR. However, exceptionally, individuals who can demonstrate that they have submitted a portfolio application to the UKPHR may be considered for shortlisting. **Suitable evidence at interview will be a letter from the UKPHR setting out likelihood of acceptance of portfolio.**

Applicants must be aware that employers are advised that they should not take up consultant in public health posts (including DPH posts) until such point as they have gained entry to the GMC Specialist Register/GDC Specialist List in dental public health/UK Public Health (Specialist) Register. Although applicants will be able to provide documentary evidence that an application is in progress, no guarantee can be made as to the outcome of an application to the GMC/GDC/UKPHR specialist registers. The exception to this is when the candidate holds the CCT.

The above guidance applies to applications for both general and defined specialist registration with the UKPHR. Individuals with defined specialist registration are eligible for consideration for shortlisting for, and appointment to, consultant posts including those at DPH level. In all appointments, employers will need to ensure that an applicant's areas of competence meet those required in the person specification.

As the postholder will only be indemnified for duties undertaken on behalf of Warwickshire County Council, the postholder is strongly advised to ensure that he/she has appropriate professional defense organisation cover for duties outside the scope of Warwickshire County Council and for private activity within Warwickshire County Council. For on call duties provided to other organisations as part of any cross-cover out of hours arrangements, indemnity arrangements will be discussed and agreed prior to commencement of these duties.