

Candidate Information

Public Health Principal

September 2026



*Dr Shade Agboola,
Director of Public Health*

Welcome

Thank you for your interest in the **Public Health Principal** roles at Warwickshire County Council.

The Principal role places you at the centre of driving meaningful change—tackling health inequalities, improving outcomes, and influencing how services are designed and delivered across a complex system.

This is a unique opportunity to support ambitious, high-impact programmes that span local government, the NHS, and community partners within the Coventry and Warwickshire Integrated Care System. You will work in a fast-paced, changeable environment, navigating a dynamic political and organisational landscape, while using data, insight and evidence to inform decisions that improve lives.

At the heart of the roles is collaboration—bringing together partners, communities and professionals to co-design solutions that address the wider determinants of health. There are currently 2 roles – one focusing on wider determinants of health and the other on the Joint Strategic Needs Assessment or JSNA. In both roles, you will play a pivotal role in creating healthier, more resilient communities.

If you are comfortable translating strategic thinking into operational delivery, have a passion for public health, strong partnership skills, and the ability to turn vision into implementation, this is your chance to make a lasting difference in Warwickshire.

I hope this pack gives you a clear sense of our priorities and ambitions and we look forward to receiving your application.

Dr Shade Agboola
Director of Public Health

Welcome to Warwickshire County Council

Warwickshire County Council is an award-winning local government organisation at the heart of democracy.

It is an area with both rural and urban aspects and towns spread across its large geographical footprint, with a population of approximately 600,000.

As a local authority committed to excellence, we have a wide range of public service responsibilities ranging from providing specialist care and support to the most vulnerable in our communities, to promoting economic growth and innovation.

Warwickshire is famous the world over as Shakespeare's county — but that's only half the story. We're also vibrant and modern. One of the fastest growing commercial regions in the UK, we're home to many leading companies working to develop exciting opportunities for everyone who lives and works here.

We pride ourselves on being an innovative employer who likes to encourage new ways of working.



Public Health Principal

Salary: £41,771 - £44,075

It's an exciting time to join our established Public Health team as we continue to work across our system to deliver on our health and wellbeing ambitions. Our focus is on improving and protecting the health of the people of Warwickshire and reducing preventable differences in health outcomes. Our roles offer a real opportunity to make a difference to the lives of our residents.

We are a dynamic, supportive, and solution-focused team. You will build on the strong foundations of established partnerships within the areas of the wider determinants of health and shape the evidence base that drives decision-making via the Joint Strategic Needs Assessment (JSNA) programme.



About Public Health in Warwickshire

The work done by the Public Health team aims to improve and protect the health and wellbeing of people in Warwickshire.

Improving health and wellbeing outcomes can only be done by working together, this means that Public Health work usually involves communities, voluntary sector organisations, other public services and NHS Partners.

The specific activities are guided by local and national data, such as Joint Strategic Needs Assessments (JSNAs) and grouped under various themes.

These themes form part of a 'portfolio', and each portfolio is led by a member of the public health senior leadership team.

Each member of the SLT manages a thematic team who between them deliver the portfolio work programme.

Public Health Service Managers provide the tactical leadership for their area of expertise and oversee the operational delivery of the work.

Public Health Principals provide the operational delivery of the Public Health team, translating strategic thinking into action and vision into implementation, working with a wide range of internal and external partners.



Role 1:

Wider determinants of health

What makes this role unique?

This role offers an exciting opportunity to improve population health, reduce health inequalities and help create healthier, more inclusive places for people and communities across Warwickshire.



Champion Health in All Policies

Embed health, wellbeing and equity into decision making through strategy, planning and operational delivery with partners across Warwickshire.

Shape healthier places

Influence housing, transport, planning, economic development, community resilience, green and blue space, climate adaptation and the natural environment.

Turn evidence into practical action

Work with partners, including planners, public health professionals and communities to shape policy, influence strategic priorities and deliver meaningful change.

Integrate health into place making

Bring health into planning and place shaping so wider health and wellbeing benefits are maximised across the system.

Build shared action across the system

Establish and maintain strong partnerships across councils, the Integrated Care System, voluntary and community organisations and other key partners.

Reduce inequalities through place-based action

Improve the conditions in which people are born, grow, live, work and age—creating healthier, more inclusive places.

Role 2:

Joint Strategic Needs Assessment (JSNA)

What makes this role unique?

This role offers the opportunity to improve population health, reduce inequalities and deliver a critical programme that strengthens evidence-based decision-making for healthier communities across Warwickshire.



Shape the evidence that drives decision making

Lead Warwickshire's approach to understanding population need, inequalities and emerging health challenges. Help ensure evidence informs strategic priorities, commissioning decisions and service improvement.

Bring together intelligence and insight

Combine data, research, professional expertise and community voice to develop a richer understanding of local need. Work closely with analysts, public health professionals, system partners and communities.

Turn insight into action

Support partners to move from understanding need to delivering meaningful change. Influence programmes and initiatives that improve health and reduce inequalities across Warwickshire.

Collaborate and promote across a complex system

Collaborate with local government, NHS organisations, the Integrated Care System, universities, voluntary organisations and community partners. Build partnerships and promote the JSNA, developing a shared understanding across organisational boundaries.

Innovate and improve

Help shape the future direction of Warwickshire's JSNA programme. Explore new ways of gathering, presenting and communicating intelligence and insight.

Influence senior decision-makers

Present evidence and recommendations to strategic partnerships, leadership forums and key stakeholders across Warwickshire. Support evidence-based decision-making at all levels of the system.



What we are looking for...

The successful candidates will be:

- ✓ Skilled at building relationships and working collaboratively with partners and communities
- ✓ Comfortable with complexity, ambiguity and working across organisational boundaries
- ✓ Excellent communicators who can present clear, compelling messages to different audiences
- ✓ Able to translate evidence, data and intelligence into practical action
- ✓ Innovative, curious and improvement-focused
- ✓ Confident planning, leading and delivering projects within agreed timescales
- ✓ Able to influence, negotiate and motivate others to achieve shared goals
- ✓ Passionate about reducing health inequalities and improving population health
- ✓ Knowledgeable about the wider determinants and factors that influence health and wellbeing
- ✓ Aware of the services, policy and legislation that govern public health practice



How to apply



Please apply by submitting your online application via www.warwickshire.gov.uk/jobs and following the application instructions closely.

- **Closing date for completed applications: midnight, Monday 21st September 2026**
- **Interviews will take place on either: Wednesday 7th or Thursday 8th October 2026, in Warwick**

For any questions, additional information about the roles or the application process please email either:

Hannah Cramp: *Public Health Service Manager for the wider determinants of health role*

hannahcramp@warwickshire.gov.uk

or

Kate Rushall: *Public Health Service Manager for the JSNA role*

katerushall@warwickshire.gov.uk

Benefits

We also have a great employee benefits package which you can take advantage of, including:

- ✓ LGPS (Local Government Pension Scheme)
- ✓ Generous holiday allowance
- ✓ Ability to buy additional annual leave
- ✓ Car lease scheme
- ✓ Shared cost AVC pension scheme
- ✓ Health cash plan
- ✓ Cycle to work scheme
- ✓ Employee lifestyle discounts scheme
- ✓ Discounted local gym memberships
- ✓ Health and wellbeing support
- ✓ Multiple staff networks
- ✓ Enhanced family friendly policies

