**Job Description and Person Specification Profile**

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| **Job Title** | Consultant in Public Health |
| **Job ID** | JH20 |
| **Service** | Public Health |
| **Grade** | N (£81,347 - £90,305) |
| **Reporting to** | Director of Public Health |

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| **The Role** |
| This position is a senior leadership role within the Public Health directorate, providing public health leadership, advice and support across the Council, NHS GM Integrated Care Board (Tameside locality) and with partners**.**  The Tameside Corporate Plan 2024-2027, recognises and values the strengths of people and places, taking an asset-based approach. Our long-term vision is thatTameside is a borough where everyone can achieve their hopes and ambitions.We are committed to ensuring that our residents, across all ages, can live a good life in a place they are proud to call home. Tameside’s Joint Health and Wellbeing Strategy & Locality Plan 2023-2028 – ‘Building Back, Fairer, Stronger, Together’, sets out the ambitions for improving the health of Tameside residents and reducing the inequalities many communities in Tameside experience. This post will play a pivotal leadership role across the organisation and wider system in Tameside. The main focus for this role, particularly over the first 12 months will be to:  * Provide senior and strategic leadership to the public health system, leading on a combination of areas related to health improvement. * Provide strategic leadership to the Public Health directorate priority life course programmes within the Corporate Plan, as well as the Joint Health and Wellbeing Strategy & Locality Plan and strategic frameworks for action that underpin this, such as the Healthy Places Strategy. * Provide leadership of the business strategy and functions of the Public Health directorate including budgets, payments, business planning and commissioning * Provide joint leadership across the Public Health Senior team, alongside the Assistant Director and Director of Public Health, including ongoing work on flexible agendas as required. This may include wider work to support the health and care system in Tameside, and surge capacity around health protection issues going forward.   **Main duties and responsibilities include:**  The role is to provide strategic leadership and a public health approach to a range of areas, empowering populations and reducing inequalities. The post holder will:   * Lead on our strategic approach to health improvement across our communities. This will include acting as the system lead on a combination of issues such as tobacco, healthy weight, physical activity and other wider health improvement priorities, supported by Public Health Strategic Leads. * 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. * Lead, on behalf of Tameside Council, on the communication, dissemination, implementation and delivery of national, regional and local policies; developing inter-agency and interdisciplinary strategic plans and programmes, with delegated authority to deliver key public health targets. * Be responsible for leading on service development, evaluation and quality assurance governance in specific areas and for preparing and adjusting action plans in line with changing needs and changing geographical boundaries. * Act in an expert advisory capacity on public health knowledge, standards and practice across the spectrum of public health at Board or equivalent level. * Support cross-cutting priorities within the Public Health service plan, particularly areas where surge capacity may be required such as health protection response and healthcare public health support. * To ensure proper linkages between the health agenda and strategies related to the wider determinants including for example, community safety, the environment and sustainability. * Provide leadership to the development and implementation of national, regional and local strategies and policies in relation to public health. * Provide expert public health advice and leadership to support and inform an evidence-based approach within ethical frameworks for commissioning and prioritisation of services for the population, in order to maximise opportunities for health. * Develop high quality equitable services, across primary, secondary and social care, and across sectors including local authorities, voluntary organisations and others, in potentially contentious and hostile environments, where barriers to acceptance may exist. * Receive, interpret, provide and advise on highly complex epidemiological and statistical information about the health of populations to the Local Authority, NHS and voluntary organisations. * Support improvement of data and intelligence from across the organisation and partners, to develop evidence-based approaches to public health. This will include supporting the wider Joint Strategic Needs Assessment (JSNA) and other relevant needs assessments. * To ensure the use of the best available evidence base to support the assessment of health needs, health inequalities, health impact assessment and the identification of areas for action within the local population. * Work closely with other council departments, the health and social care system and wider partners. * Deputise for the Assistant Director and Director of Public Health as required. * Manage budgets and monitor services related to relevant areas of work. * Manage staff and support training, including Specialty Registrars in Public Health as required. * Commission research audits/projects, *and/or* undertake research or audit and translate research findings into public health practice. * Apply understanding, knowledge and have the ability to follow guidelines that ensure compliance to Health and Safety at Work, Data Protection and other statutory requirements. * Understand and commit to promoting and implementing the Council’s Equal Opportunities policies. * Undertake any other temporary duties consistent with the basic duties and/or objectives of the post. * Practise in accordance with all relevant sections of the General Medical Council’s (GMC) Good Medical Practice (if medically qualified) or UK Public Health Register (UKPHR) and the Faculty of Public Health’s (FPH) Good Public Health Practice requirements. * Undertake an annual professional appraisal including completion of a programme of CPD, in accordance with Faculty of Public Health and UKPHR/GMC/GDC requirements and undertake revalidation, audit or other measures required to remain on the GMC/GDC Specialist Register or the UK Public Health (Specialist) Register.   The post holder may be required to undertake other duties commensurate with the grade of the role across the Public Health team and the council. The duties may vary from time to time without changing the nature of the post or the level of responsibility. There may also be some requirement for work outside of normal office hours.  The post-holder will be professionally accountable to the employing authority and managerially accountable to the employing authority via the Director of Public Health. Professional appraisal will be required.An initial job plan will be agreed with the successful candidate prior to that individual taking up the post. This job plan will be reviewed as part of the annual job planning process. |

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| **About You** |
| We are seeking an appropriately qualified public health professional with excellent problem solving, communication, political and technical skills who has the energy and drive to make a major contribution to improving health and reducing inequalities in Tameside. A particular interest in health improvement would be desirable.  The role requires a cross-council as well as multiagency partnership approach, and you will be expected to have strong relational and partnership skills. A high level of intellectual rigour, political awareness, negotiation and motivational skills and flexibility are required; as well as the ability to communicate effectively within diverse settings. Tact, diplomacy and leadership are essential as is an ability to understand other cultures, advise, challenge and advocate, to enable effective working across organisational boundaries and influence without direct authority.  You will play a key role in developing the public health function more widely, as well as day to day operational activities of the Public Health directorate.  **Your essential qualifications**   * Inclusion in the GMC Specialist Register/GDC Specialist List/UK Public Health Register (UKPHR) for Public Health Specialists. * 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*.* * Evidence of continuous professional, managerial and personal development. Applicants must meet minimum CPD requirements (i.e. be up to date) in accordance with Faculty of Public Health requirements or other recognised body. * Has gained MFPH by examination, by exemption or by assessment. * Masters in Public Health or equivalent professional qualification in Public Health.   **Your essential skills, knowledge and experience**   * Able to influence and advise senior members including directors and CEOs. * Able to both lead teams and to able to contribute effectively in teams led by junior colleagues. * Delivery of successful change management programmes across organizational boundaries. * Ability to communicate effectively to a wide range or audiences, in potentially challenging circumstances, including media experience demonstrating delivery of effective public health messages. * Experience of using complex information and intelligence from a range of sources to explain public health issues to a variety of audiences. * Experience of commissioning processes and cycles, including evidence-based, strategic and joint commissioning to maximise opportunities for health. * Strategic thinker with proven leadership skills and operational nous. * 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. * Analytical skills able to utilize both qualitative (including health economics) and quantitative information. * 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. * Strong and demonstrable understanding of interfaces between health, social care and key partners (dealing with wider determinants of health). * Competent in all areas of public health practice including health improvement, health protection, public health intelligence, academic public health, leadership, management of health systems and service improvement.   **If you have the following experience or qualifications – then that’s great!**   * Specific experience working in the following areas:   + Health improvement services (tobacco; healthy weight; NHS Health Checks; physical activity)   + Wider areas of health improvement including Sexual health, Substance misuse, Mental health   + Experience of working as a Public Health Consultant in a local authority |

Our employees’ skills, experience and knowledge are essential to our success along with their happiness, commitment, enthusiasm and motivation to be the best they can be.

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| What can you expect from us?   * A fair salary and benefits * Opportunities for good health and wellbeing * Help you to grow, develop and to do your best * Enable you to be creative and innovative * Fully involve you in changes that affect you and your work * Listen, and act on your ideas and feedback   Working together, we are proud to work for Tameside |

Our **STRIVE** values underpin our practice and behaviours and are at the heart of everything that we do:

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