

## Job Profile comprising Job Description and Person Specification

### Job Description

<b>Job Title:</b> Consultant in Public Health – Children and Targeted Interventions	<b>Grade:</b> MG4 - Salary £84,000 to £99,500
<b>Section:</b> Public Health	<b>Directorate:</b> Adult Social Care and Public Health
<b>Responsible to following manager:</b> Director of Public Health	<b>Responsible for following staff:</b> Senior Public Health Leads x 2 FTE Public Health Programmes Support Officer x 1 FTE
<b>Post Number:</b> RWC0009	<b>Date:</b> January 2021

#### Working for the Richmond/ Wandsworth Shared Staffing Arrangement

This role is employed under the Shared Staffing Arrangement between Richmond and Wandsworth Councils. The overall purpose of the Shared Staffing Arrangement is to provide the highest quality of service at the lowest attainable cost.

Staff are expected to deliver high quality and responsive services wherever they are based, as well as having the ability to adapt to sometimes differing processes and expectations.

The Shared Staffing Arrangement aims to be at the forefront of innovation in local government and the organisation will invest in the development of its staff and ensure the opportunities for progression that only a large organisation can provide.

#### Job Purpose

To provide public health leadership across a range of activities and services for children and targeted interventions for areas and groups of particular need and/or concern. Managing a team of Public Health Leads in conducting needs assessments, action planning, commissioning and evaluation to tackle relevant public health issues.

#### Strategic Duties and Responsibilities

- Support the Director of Public Health (DPH) in their role reporting to and supporting the work of relevant Council committees and governance bodies, including Health & Wellbeing Board, Public Health Board, Clinical Commissioning Group Governing Body.

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- Lead on public health activity relating to children and young people's issues, mental health, sexual health, substance misuse and regeneration.
- Conduct needs assessments, action planning, commissioning and evaluation to tackle relevant public health issues.
- Provide commissioning support for relevant Public Health services dispersed to other departments, including weight management services, health visiting, school nursing, sexual health and substance misuse services.
- Support the development of the Councils' health and wellbeing role in planning and in regeneration areas and the piloting of targeted interventions.
- Lead work across all Council directorates as well as influencing partnership boards (dealing with health determinants) to maximise health improvement opportunities and the reduction of inequalities in health outcomes amongst residents. This will include using the Public Health Outcome Frameworks as well as exploring other relevant routinely collected data systems for suitable indicators.

In delivering these responsibilities, the postholder is expected to demonstrate expertise across the full range of relevant competencies as set out by the Faculty of Public Health (FPH) in Appendix 1, and where required, take responsibility for resolving operational issues. In negotiation with the DPH, the postholder may be asked to take on responsibilities that are underpinned by any of the FPH competencies. Postholders will be expected to maintain both the general expertise as well as develop topic-based expertise as required by the DPH and will be expected to deputise for the DPH as and when required.

## **Standard Consultant in Public Health Responsibilities approved by Faculty of Public Health:**

### **Management arrangements**

The post holder will be professionally accountable to the employing authority and managerially accountable to the employing authority via their line manager, 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.

The post holder will:

- Directly line manage three staff; this role includes line management duties, recruitment, appraisals, disciplinary and grievance responsibilities
- Line manage Specialty Registrars in Public Health, and GP registrars
- Manage budgets covering core Public Health services
- Be expected to deputise for the Director of Public Health as required
- Attend evening meetings and committees as required
- Be expected to work flexibly across two locations (Wandsworth Town Hall and Twickenham Civic Centre) in order to manage staffing teams across both sites.

### **Professional obligations**

The post holder will be expected to:

- Participate in the organisation's staff appraisal scheme and departmental audit and ensure appraisal and development of any staff for which s/he is responsible.
- Contribute actively to the training programme for Foundation Year Doctors/ Specialty Registrars in Public Health as appropriate, and to the training of practitioners and primary care professionals within the locality.
- Undertake an annual professional appraisal including completion of a programme of CPD, 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 Public Health (Specialist) Register or other specialist register as appropriate. In agreement with the DPH, contribute to the wider the public health professional system by becoming an appraiser for a specified period of time.
- In agreement with the DPH contribute as an appraiser to the professional appraisal system.

- Practise in accordance with all relevant sections of the General Medical Council's Good Medical Practice (if medically qualified) and the Faculty of Public Health's Good Public Health Practice and UKPHR requirements.
- Contribute to medical professional leadership within the health system.
- It is a duty of a health professional to foster scientific integrity, freedom of scientific publications, and freedom of debate on health matters, and public health professionals have a further responsibility to promote good governance and open government.
- Public health practice must be carried out within the ethical framework of the health professions.
- The postholder will be expected to maintain effective, courageous, and responsible public health advocacy.

These professional obligations should be reflected in the job plan. The post-holder may also have external professional responsibilities, e.g. in respect of training or work for the Faculty of Public Health. Time allocation for these additional responsibilities will need to be agreed with the line manager.

### **Personal Qualities**

In general, the post holder will be expected to be able to cope with multiple and changing demands, and to meet tight deadlines. A high level of intellectual rigour, political awareness, negotiation and motivation skills and flexibility are required. The post holder will deal with complex public health issues, advise the Health and Wellbeing Board and make recommendations regarding services, patient care and wider determinants of health. A high level of tact, diplomacy and leadership is required and an ability to understand other cultures, advise, challenge and advocate to enable effective working across organisational boundaries and influencing without direct authority.

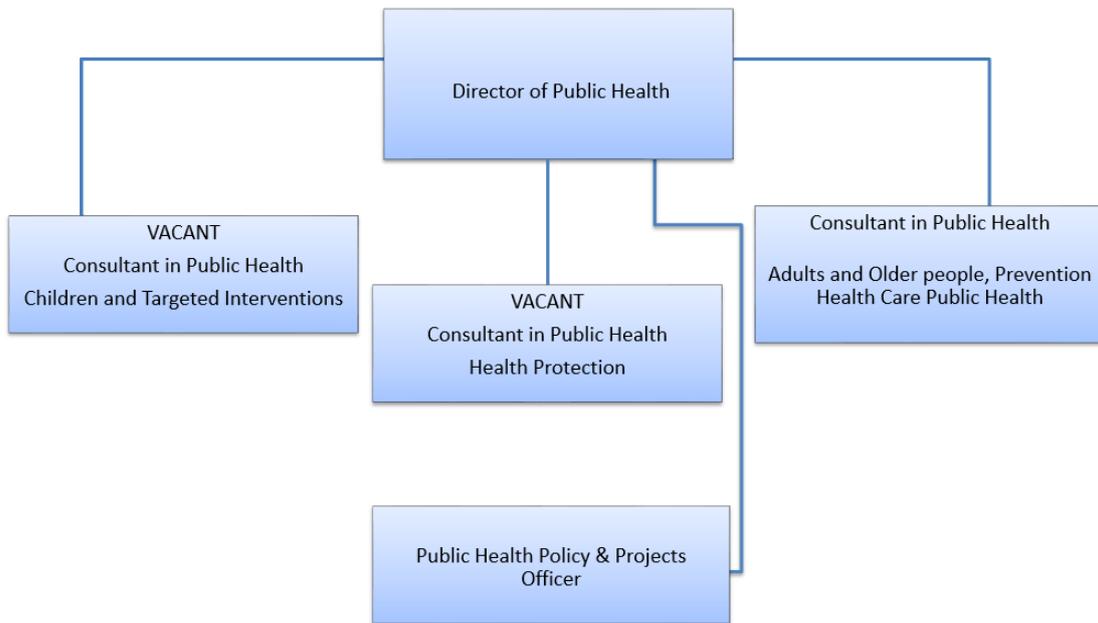
### **Other tasks**

The job description will be subject to review in consultation with the post holder in the light of the needs of the employing organisation and the development of the speciality of public health and any wider developments in the field of public health.

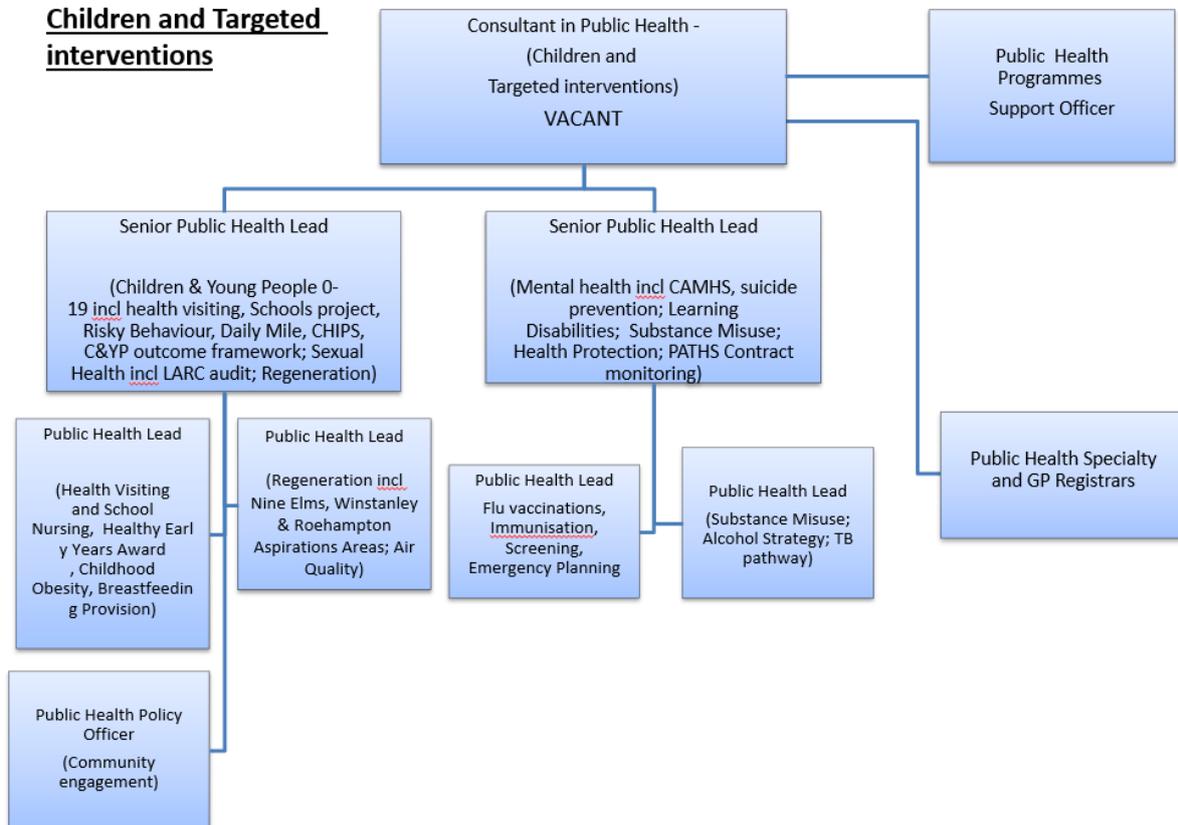
## Staff Structure

### Public Health Core Team

#### Director & Heads of Service



#### Children and Targeted interventions



## Person Specification

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### Our Values and Behaviours<sup>1</sup>

The values and behaviours we seek from our staff draw on the high standards of the two boroughs, and we prize these qualities in particular:

- taking responsibility and being accountable for achieving the best possible outcomes – a ‘can do’ attitude to work
- continuously seeking better value for money and improved outcomes at lower cost
- focussing on residents and service users, and ensuring they receive the highest standards of service provision
- taking a team approach that values collaboration and partnership working.

Person Specification Requirements	Assessed by A & I/ T/ C (see below for explanation)
<b>Knowledge</b>	
High level of understanding of epidemiology and statistics, public health practice, health promotion, health economics and health care evaluation.	A/I
Understanding of NHS and local government cultures, structures and policies.	A/I
Knowledge of methods of developing clinical quality assurance, quality improvement and evidence based clinical and/or public health practice.	A/I
Understanding of social and political environment.	A/I
Understanding of interfaces between health, social care and key partners (dealing with wider determinants of health)	A/I
Understanding of the public sector duty and the inequality duty and their application to public health practice	A/I
<b>Experience</b>	
Project management skills.	A/I

<sup>1</sup> These values and behaviours will be developed further as the SSA becomes established.

Staff management and training.	A/I
Practical experience in facilitating change.	A/I
Budget management skills.	A/I
Supervision of registrars.	A/I
<b>Skills</b>	
Strategic thinker with proven leadership skills.	A/I
Excellent oral and written communication skills (including dealing with the media) and presentation skills.	A/I/T
Effective interpersonal, motivational and influencing skills.	A/I
Ability to respond appropriately in unplanned and unforeseen circumstances.	A/I
Sensible negotiator with practical expectation of what can be achieved.	A/I
Substantially numerate, with highly developed analytical skills using qualitative and quantitative data.	A/T
Computer literate.	A/T
Ability to design, develop, interpret and implement policies.	A/I
Ability to concentrate for long periods (e.g. analyses, media presentations).	A/I
Resource management skills.	A/I
<b>Qualifications</b>	
Inclusion in the GMC Specialist Register/GDC Specialist List/UK Public Health Register (UKPHR) for Public Health Specialists.	A/C
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.	A/C
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 <i>[see shortlisting notes below for additional guidance]</i> .	A/C
Applicants must meet minimum CPD requirements (i.e. be up to date) in accordance with Faculty of Public Health requirements or other recognised body.	A/C

**A – Application form**

**I – Interview**

**T – Test**

**C – Certificate**

## **Appendix 1**

### **FACULTY OF PUBLIC HEALTH COMPETENCIES**

#### **(2015 PH Specialty Training 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) 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.

### **Generic Duties and Responsibilities**

- To contribute to the continuous improvement of the services of the Boroughs of Wandsworth and Richmond.
- To adhere to security controls and requirements as mandated by the SSA's policies, procedures and local risk assessments to maintain confidentiality, integrity, availability and legal compliance of information and systems.
- To comply with relevant Codes of Practice, including the Code of Conduct, and policies concerning data protection and health and safety.
- To promote equality, diversity, and inclusion, maintaining an awareness of the equality and diversity protocol/policy and work to create and maintain a safe, supportive and welcoming environment where all people are treated with dignity and their identity and culture are valued and respected.
- To understand both Council's duties and responsibilities for safeguarding children, young people and adults as they apply to the role within the council.
- The Shared Staffing Arrangement will keep its structures under continual review and as a result the post holder should expect to carry out any other reasonable duties within the overall function, commensurate with the level of the post.

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