**Job Profile comprising Job Description and Person Specification**

**Job Description**

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| **Job Title:**  South West London Public Health Consultant – Health Inequalities | **Grade**:  SSA – MG4  £87, 819 - £103,982 |
| **Status**  Secondment or Fixed Term –12 months in first instance | **Directorate:**  South London Partnership/Chief Executives |
| **Reporting to:**  Sam Mason – SLP Health and Care Lead  Dagmar Zeuner – DPH LB Merton  Iona Lidington – DPH RB Kingston | **Responsible for following staff:**  1 x FTE Health Inequalities Analyst / Project Manager (to be recruited) |
| **Post Numbers:**  n/a | **Date:**  March 2022 |
| **Location: Flexible.** This role will be a mix of home and office based working. The SLP office location is Twickenham and the post holder may be expected to travel to LA and NHS sites in South West London. | |

Directors of Public Health and their teams in South West London Boroughs work closely together and as part of the South West London Integrated Care System (ICS) to help improve population health, healthcare services and tackle inequalities. Whilst much of their focus is at the local ‘place’ level they are fully committed to delivering the considerable value that can be added from working together at the South West London system level.

**Job Purpose**

To work with Directors of Public Health (DsPH) across South West London (SWL) to provide public health leadership and expertise to support the development of the South West London Integrated Care System (SWL ICS) so it improves population health and tackles inequalities. This includes:

* Contributing to and influencing the development of system wide strategies, plans and programmes
* Helping develop the ICS approach to tackling inequalities particularly through a focus on wider determinants
* Ensuring the development and embedding of a successful population health management approach
* Building a focus on prevention and early intervention
* Supporting the development of an effective approach to monitoring progress of the ICS in improving outcomes for residents.

**Duties and Responsibilities**

* Lead and coordinate public health expertise into key SWL ICS programmes, strategies and groups working closely with DPHs, wider borough partners including politicians, NHS and wider ICS partners
* Support the development of an effective population health management approach across SWL, in particular ensuring this is fully joint between health and local authorities, working closely with the interim ICS SRO for Population Health Management and PHM Steering Group
* Ensure public health input into the development and operation of the SWL ICP including the development of an integrated care strategy
* Lead public health input into the development and delivery of the SWL ICS Strengthening Communities Programme
* Help shape the ICS approach to effectively tackling health inequalities; in particular the focus on wider determinants
* Lead and oversee system level data analyses to help understand key issues and challenges and inform solutions
* Work with SWL NHS to ensure access to NHS data for public health analyses
* Facilitate sharing of evidence, good practice and intelligence across SWL
* Develop longer term proposals for public health input into the ICS - by September 2022
* Support sub-regional response to Covid pandemic particularly full and equitable take up of Covid and Flu vaccinations
* Manage health inequalities analyst

**Skills and Experience Required**

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. In negotiation with the DsPH, 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 DsPH and will be expected to deputise for the DsPH as and when required.

**Management arrangements**

The post holder will be line managed by the SLP Health and Care Lead with professional management and supervision by the Directors of Public Health from two of the SLP boroughs. An initial job plan will be agreed with the successful candidate prior to the individual taking up the post. It is envisaged that the post-holder will have a honorary contract with SWL CCG to facilitate access to key data.

**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, advising Council Leaders, Chief Executives, DsPH and senior council executives to 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.

**Generic Duties and Responsibilities**

• 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.

**Person Specification**

**Our Values and Behaviours**

As the SLP is hosted by Richmond Council, our values and behaviours are based on those for the council as part of the Richmond and Wandsworth Shared Staffing Arrangement (SSA), which expects staff to meet high standards. The SSA values and behaviours are:

* **Being open.** This means we share our views openly, honestly and in a thoughtful way. We encourage new ideas and ways of doing things. We appreciate and listen to feedback from each other
* **Being supportive.** This means we drive the success of the organisation by making sure that our colleagues are successful. We encourage others and take account of the challenges they face. We help each other to do our jobs.
* **Being positive**. Being positive and helpful means we keep our goals in mind and look for ways to achieve them. We listen constructively and help others see opportunities and the way forward. We have a ‘can do’ attitude and are continuously looking for ways to help each other improve.

Additional values and behaviours reflecting the specific functions of working sub-regionally are:

* understanding and respecting the perspectives, policies and practices of the different SLP member boroughs – the SLP team sees itself as part of the five boroughs (six for health and care) it works with, helping them to work together effectively, not as a separate entity;
* continuously ensuring that sub-regional working adds value to what could be or is done locally – and that it has an impact on outcomes for residents, service users or businesses;
* 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; and
* taking a team approach that values collaboration, partnership working and mutual support.

**South London Partnership**

The South London Partnership (SLP) is a cross-party five borough sub-regional partnership of Croydon, Kingston upon Thames, Merton, Richmond upon Thames and Sutton plus Wandsworth for the purposes of health and care.

The SLP team is made up of a small dynamic core team working closely with politicians, chief executives, senior managers and subject specialists in each of the five boroughs, as well as London and local stakeholders and partners. Together they have forged an ambitious programme of work that is securing greater sub-regional collaboration and traction on areas including health, skills and employment, economy and innovation.

The SLP boroughs collaborate sub-regionally on things where they can secure more together than individually. The SLP team focuses on areas where collaboration leads to increased influence, increased powers and funding and better delivery of the services our residents need.

SLP is hosted by Richmond Council. The post holder will therefore be employed by the Richmond and Wandsworth Shared Staffing Arrangement [SSA]. The team is usually based at the Richmond Civic Centre in Twickenham, but all team members can and are expected to work in other SLP borough offices when that makes sense to build working relationships and make most effective use of their time.

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| **Person Specification Requirements** | **Essential/**  **Desired** | | **Assessed by**  **A & I/T/C** | |
| **Knowledge** | | | |  |
| High level of understanding of epidemiology and statistics, public health practice, health promotion, health economics and health care evaluation. | E | | A/I | |
| In depth understanding of the health and care system and the relationship with government at all levels | E | | A/I | |
| Strong and demonstrable understanding of interfaces between health, social care and key partners (dealing with wider determinants of health) | E | | A/I | |
| Knowledge of methods of developing clinical quality assurance, quality improvement and evidence based clinical and/or public health practice. | E | | A/I | |
| Understanding of the public sector duty and the inequality duty and their application to public health practice | E | | A/I | |
| **Experience** | | | |  |
| Building relationships and working effectively with a wide range of partners from different organisations | E | | A/I | |
| Delivery of successful change management programmes across organizational boundaries | E | | A/I | |
| Experience of using complex information to explain public health issues to a range of audiences | E | | A/I | |
| **Skills** | | | |  |
| Strategic thinker with proven leadership skills. | E | | A/I | |
| Effective interpersonal, motivational and influencing skills. | E | | A/I | |
| Ability to work collaboratively with a range of stakeholders from multiple organisations to deliver health improvement | E | | A/I | |
| Able to influence senior partners including directors and CEOs | E | | A/I | |
| Excellent oral and written communication skills (including dealing with the media) and presentation skills. | E | A/I/T | | |
| Ability to deal with complex public health challenges in a multi-organisational environment with differing governance and finance systems | E | A/I/T | | |
| Substantially numerate, with highly developed analytical skills using qualitative and quantitative data. | E | A/I | | |
| Ability to design, develop, interpret and implement policies. |  |  | | |
| Ability to concentrate for long periods (e.g. analyses, media presentations). |  |  | | |
| Resource management skills |  |  | | |
| **Qualifications** | |  | | |
| Inclusion in the GMC Specialist Register/GDC Specialist List/UK Public Health Register (UKPHR) for Public Health Specialists. | E | 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.  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 [see shortlisting notes below for additional guidance]. | E | 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 | E | A/C | | |
| MFPH by examination, by exemption or by assessment | D | A/C | | |
| Masters in Public Health | D | A/C | | |

**A - Application, 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.