

**Person Specification**

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|  Public Health Principal | Directorate  | People |

Job Title

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| A7443 | Division  | Health and Wellbeing |

Post Number

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|  14 | Salary  | £57,584 - £61,325 | Section  | Public Health |

Grade

Criteria (Essential) Assessment By

 Application Interview Test

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| Experience |  |  |  |  |
| Proven track record of leading on public health programmes of work that deliver the shared outcomes for residents, the local authority and the wider public sector partnership  |  | √  | √ |   |
| High level of understanding of epidemiology and statistics, public health practice, health promotion, health economics and health care evaluation. |  | √ |  | √ |
| Significant experience in designing, developing and implementing strategies, policies and programmes to reduce health inequalities and improve the health of marginalised communities |  | √ | √  |  |
| Experience of senior management level of successfully leading and managing teams, particularly in the context of challenge and change with highly developed and excellent reasoning skill. |  | √ | √  |  |
| Experience in reviewing business performance against corporate and department plans and organisation’s key priorities to identify risks, challenges and recommendations |  | √  | √ |   |
| Experience of using evidence based and evaluative approaches to scope public health problems and deliver solutions |  | √ | √ |  |
| Experience of successfully operating in a political environment with demonstrated understanding and experience of handling sensitive political issues plus a motivation for public sector values |  | √  | √ |  |
| Developing innovative solutions and contributing to strategic planning |  | √  | √ |  |
| Practical experience in facilitating complex change |  | √  | √ |  |   |
| Experience of managing large budgets and commissioning of public health services, in line with council governance. |  | √  | √ |  |

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| Qualifications / Training |  |  |  |  |
| A Masters in public health or equivalent Level 7 or above qualification that will substantively meet the “Know How” requirements for UK Public Health Specialist Register registration |  | √ |  |  |
| Evidence of other relevant training in programme, project or business management to cover “Know Hows” for UK Public Health Specialist Register registration  |  | √  |  |   |   |
| Evidence of on-going professional development and commitment to join a formal CPD scheme in line with UK Public Health Specialist Register registration requirements |  | √ |  |  |  |
| Commitment to completing the UK Public Health Specialist Register registration process to become a Consultant in Public Health |  | √ | √ |  |  |

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| Practical Skills  |               |   |   |   |
| Ability to work creatively and collaboratively with a range of organisations and individuals, including with council services, clinical services, partnership organisations and the public  | √ | √  |   |
| Ability to respond appropriately in unplanned and unforeseen circumstances | √ | √  |  |
| Ability to influence and persuade a wide range of stakeholders to work together to focus the needs of the local population and community, and incorporating such thinking and practice into the development and delivery of programmes and services. | √ | √  |  |
| Ability to strategically lead complex programmes of work with conflicting demands | √ | √  |  |
| Ability to identify shared objectives and priorities of organisations / departments / teams, and to use influencing and negotiation skills to facilitate collaborative strategy development / joint planning and integration  | √ | √  |   |
| Programme, people and financial management, including the ability to coordinate the delivery of multiple priorities and to provide direction and to secure value for money taking into account return on investment and efficiency and savings targets | √ | √  |   |
| Politically astute |  | √  |  |
| Ability to use reflective practice regularly to ensure on-going professional and personal development of their public health practice |  | √  |  |
| Ability to use academic rigour appropriately to give independent public health advice | √ | √  |  |
| Ability to interpret and synthesise data and appraise research evidence into clear recommendations for priorities for action  |  | √  | √  |
| Exemplary verbal and written communication skills including the ability to write clear and concise reports, options appraisals and business cases, to address highly complex and sometimes contentious issues; and to present them to various audiences, including elected members, Health and Wellbeing Board, Council Committees (e.g. Health Select Committee) and Partnership Boards. | √  | √  | √  |
| Excellent interpersonal, persuasion and influencing skills and the ability to quickly establish strong and enduring working relationships with a range of organisations, departments and individuals at both a strategic and operational level  |  | √  |   |

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| Personal Qualities and Attributes  |
| Strong commitment to public health principles |
| Commitment to working corporately and with other services and in partnership with other agencies and local people in order to deliver the Council’s priorities |
| Able to prioritise work, and work well against a background of change and uncertainty  |
| Adaptable to situations, able to handle people of all capabilities and attitudes and excellent team manager |
| Self-motivated, pro-active, and innovative and able to forward plan |
| Ability to establish, develop and maintain effective strategic and delivery partnerships and to work collaboratively |

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| Louise Grainger |
| January 2024 |

Prepared By

Date