

Kent County Council

Job Description Public Health Consultant leading in Adults and Older People

Job Title	Consultant in Public Health leading in Adults and Older People
Directorate	Strategic and Corporate Services
Unit/Section	Public Health
Grade	KR16 (£80,126 - £100,684)
Responsible to	Director of Public Health

Purpose of the Job:

On behalf of KCC, the postholder working with the Director of Public Health improving the health and wellbeing of residents, reducing inequalities in health outcomes and protecting local communities from public health hazards (infectious diseases and environmental threats). The postholder will contribute to public health priorities, working with the Director of Public Health in the leadership of public health, and the delivery of public health improvement, health protection and health intelligence in Kent and the discharge of local authority public health functions. The main portfolio areas for this post will include adults and older people, including long term conditions, falls, frailty, dementia, cancers, adult safeguarding and policy analysis and integration.

Main duties and Responsibilities

- Lead on the development of needs assessments and contribute to strategic documentation, commissioning recommendations and evaluations and review of clinical practice for local populations and services
- Work with, promote and maintain relationships a wide range of complex stakeholders with differing needs in a changing environment to deliver change in health status and clinical practice, encouraging collaborative working between stakeholders by way of formalised care and referral pathways
- Lead on the development and delivery of a credible plan to improve health and wellbeing of communities in Kent County Council and reduce health inequalities, especially in the areas of the portfolio.
- Lead on incorporating the prevention agenda , designing and setting a robust evaluation and monitoring framework to ensure that it is making an impact on the urgent care side.
- Provide expert public health advice and leadership to support and inform an evidence-based approach within ethical frameworks for commissioning and developing high quality equitable services, across primary, secondary and social care, and across sectors including local authorities, voluntary organisations, etc.

- Responsible for development, implementation and delivery of national, regional and local policies, developing inter-agency and interdisciplinary strategic plans and programmes, with delegated Board or organisational authority to deliver key public health targets.
- Develop and utilise information and intelligence systems to underpin public health action across disciplines and organisations, leading collation and interpretation of relevant data.
- Contribute to public health research, and/or commission research audits/projects, and/or undertake research or audit.
- The postholder will be expected to participate in the KCC staff and professional appraisal scheme and department audits and ensure appraisal and development of any staff for which he or she is responsible and be accountable for the management of staffing resources and department budgets.
- The postholder will act as an authorised signatory, and as the delegated portfolio budget holder will monitor and contribute to the formulation of department/service budgets and financial initiatives.
- Deliver to agreed budget and income targets.
- Contribute to on call arrangements for emergency planning/health protection as appropriate depending on local arrangements.
- Supervise the training programme for Foundation Year Doctors/SHOs/Specialist Registrars in Public Health Medicine and Public Health Specialist Trainees as appropriate and to the training of practitioners and primary care professionals within the locality.
- Pursue a programme of CPD/ CME, 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 Register or other specialist register as appropriate.
- Contribute to the public health 'core offer' to the Kent and Medway Clinical Commissioning Group.
- Any other responsibilities and requirements that may arise according to the business requirements of the department and Council, as determined by the DPH.

NB. Medically qualified members of the Public Health Team are expected to play certain roles in medical leadership, in relationships with the medical profession and in bringing a medical perspective to public health advice. A medically qualified holder of this post would be expected to share these roles with other medically qualified members of the team. The same will be expected for other professional qualifications

Corporate Responsibilities

All corporate directors, directors and senior managers have an explicit responsibility to deliver the collective agenda of the Council. These are fundamental elements of their role not an addition and are summarised as follows:

Whole Council

- Seek to improve the lives of residents in Kent
- Act as corporate parent to the Council's looked after children
- Take an active role in promoting and ensuring the Council's responsibilities for safeguarding are met
- Understand, communicate and contribute to the delivery of KCC's strategic aims
- Meet statutory obligations
- Advise elected members and support the democratic process
- Promote the Council brand and enhance the overall reputation of the Council
- Understand and monitor the measures of performance, including customer insight, which define successful outcomes for KCC services.

Integration of Services

- Focus resources where they have the biggest impact
- Deliver services that are flexible and adaptable
- Integrate services within KCC and work with partner agencies to ensure a seamless customer experience
- Fully and inclusively engage all staff in the delivery of services, demonstrating the Council's leadership values and competencies.

Embedding Commissioning and Engaging relevant markets

- Establish an outcome focused organisation
- Meet the financial regulations and standing orders of KCC
- Challenge the status quo
- Ensure all services are delivered with appropriate reference to the market
- Proactively and continuously seek to improve service delivery
- Proactively manage risk to avoid inertia whilst not exposing the Council to needless and avoidable challenge or loss
- Overcome professional and service silos to achieve the County Council's objectives.

Managing Change

- Understand and support the Authority's overall change agenda
- Deliver required outcomes of service specific change on time and to budget
- Understand the quality of staff, support their development, nurture those with talent
- Identify the skills for the future and the level of staff through robust workforce planning
- Deliver to agreed budget and income targets

Footnote: This job description is provided to assist the job holder to know what their main duties are. It may be amended from time to time without change to the level of responsibility appropriate to the grade of post.

Qualifications	Inclusion in the GMC Specialist Register/GDC Specialist List/UK Public Health Register (UKPHR) for Public Health Specialists
	Applicants must meet minimum CPD requirements (i.e. be up to date) in accordance with Faculty of Public Health requirements or other recognised body
	Masters in Public Health
	Member of the Faculty of Public Health
Experience	Experience of working within a Project Management methodology
	Experience in the successful implementation of changes within both the department, and in public health practice.
	Experience of Supervision ,operational management , training staff and managing resources within public health functions
	Experience of managing both staffing and commissioning budgets
Skills and Abilities	Ability to develop and implement PH strategy at a high level and apply this to the leadership of the workforce , ensuring that strategy is communicated at all levels
	Excellent oral and written communication skills and the ability to present detailed information to employees and stakeholders at all levels and through a variety of means, including dealing with the media
	Ability to maintain a detailed focus in all aspects of work to ensure that all information sources are understood and acted upon according to PH strategy
	Able to prioritise work according to PH strategy, and work well against a background of change and uncertainty, responding appropriately to unplanned and unforeseen circumstances
Knowledge	Ability to design, develop, interpret and implement policies in accordance with strategic direction and environmental changes
	High level of understanding of epidemiology and statistics, public health practice, health promotion, health economics , health care evaluation and a highly developed analytical skills using qualitative and quantitative data
	Understanding of social and political environment, the NHS, local authorities and social services
	Knowledge of methods of developing clinical quality assurance, quality improvement and evidence based clinical and/or public health practice
Behaviours and Kent Values	<p>Kent Values:</p> <ul style="list-style-type: none"> • We are brave. We do the right thing, we accept and offer challenge • We are curious to innovate and improve • We are compassionate, understanding and respectful to all • We are strong together by sharing knowledge • We are all responsible for the difference we make

IMPORTANT: This person specification contains changes introduced in amendments made to the NHS (Appointment of Consultants) Regulations for England, Scotland, Northern Ireland and Wales which came into force during 2005.

Education/Qualifications	Essential	Desirable
Inclusion in the GMC Specialist Register/GDC Specialist List/UK Public Health Register (UKPHR) for Public Health Specialists	X	
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	X	
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>	X	
Applicants must meet minimum CPD requirements (i.e. be up to date) in accordance with Faculty of Public Health requirements or other recognised body	X	
MFPH by examination, by exemption or by assessment		X
Personal qualities		
Strong commitment to public health principles	X	
Able to prioritise work, and work well against a background of change and uncertainty	X	
Adaptable to situations, able to handle people of all capabilities and attitudes	X	
Commitment to team-working, and respect and consideration for the skills of others	X	
Self-motivated, pro-active, and innovative	X	
High standards of professional probity	X	
Experience		
Project management skills	X	
Staff management and training	X	
Practical experience in facilitating change	X	
Budget management skills	X	

Training and mentoring skills		X
Scientific publications, presentation of papers at conferences, seminars etc		X
Skills		
Strategic thinker with proven leadership skills	X	
Excellent oral and written communication skills (including dealing with the media)	X	
Effective interpersonal, motivational and influencing skills	X	
Ability to respond appropriately in unplanned and unforeseen circumstances	X	
Good presentational skills (oral and written)	X	
Sensible negotiator with practical expectation of what can be achieved	X	
Substantially numerate, with highly developed analytical skills using qualitative and quantitative data	X	
Computer literate	X	
Ability to design, develop, interpret and implement policies	X	
Ability to concentrate for long periods (e.g. analyses, media presentations)	X	
Resource management skills	X	
Knowledge		
High level of understanding of epidemiology and statistics, public health practice, health promotion, health economics and health care evaluation.	X	
Understanding of NHS and local government cultures, structures and policies	X	
Knowledge of methods of developing clinical quality assurance, quality improvement and evidence based clinical and/or public health practice	X	
Understanding of social and political environment	X	
Understanding of interfaces between health and social care	X	
This position is subject to a criminal records disclosure check	Yes	