Kent County Council

Head of Public Health Strategy, Partnerships and Integration



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Introduction to Kent County Council

We are the UK's largest local authority, with a workforce in excess of 30,000 people, including maintained schools, serving a population of 1.5 million. We have various offices in central locations and a large number of service establishments throughout Kent; our corporate office is based in Maidstone.

More than two thirds of our workforce provide services directly to the public – such as domiciliary Care Workers, Classroom Assistants, Social Workers, Teachers, and Occupational Therapists etc.

Our annual budget covers a huge range of services. This translates into a host of interesting roles and career paths awaiting those who want to work in a leading edge public sector organisation.

Visit our website, www.kent.gov.uk.

Aims and objectives

Our focus is to work as one council to design and deliver and cohesive, modern public service offer for all Kent's residents, businesses and communities. This will bring together change projects consistently across the council and create organisational design opportunities to transform the one way we work, including our people, assets, technology, structures and service delivery.

Success in delivering this aspiration will be determined using the following criteria:

- Working beyond the limit of organisational and service boundaries
- Thinking beyond the limit of our statutory powers
- Building capacity to provide sector and system leadership
- Delivering at both strategic and local scale
- Supporting economic security
- Delivering a cohesive service offer
- Flexibly using assets as part of public service design and delivery

Framing Kent's Future is our top-level council strategy for 2022 to 2026. It sets out the priorities that we will focus on over the next four years to tackle the challenges and make the most of the opportunities that the county is facing. Through delivering these priorities, our aim is to improve life in Kent and build a solid foundation for the county's future success.

https://www.kent.gov.uk/about-the-council/strategies-and-policies/framing-kents-future

The Strategic Reset Programme

The Strategic Reset Programme (SRP) is a multi-year transformation programme, bringing together both new and existing programmes and projects across Kent County Council. The programme will prepare us for the opportunities and challenges ahead and ensure that significant activities will be delivered in a collective, timely and disciplined way, with a strong focus on improving outcomes and realising tangible benefits.

Political Arrangements

The County Council has 81 councillors and elections take place every four years.

The political composition of the County Council is as follows:

Reform	57 members
Liberal Democrat	12 members
Conservative	5 members
Green Party	5 Members
Labour	2 members

The Leader of Kent County Council is Linden Kemkaran.

There is a Cabinet of Executive Members which meets regularly to debate policy issues and make key decisions. The cabinet comprises of:

Linden Kemkaran	Leader of Kent County Council
Brian Collins	Deputy Leader of Kent County Council
Georgia Foster	Cabinet Member for Adult Social Care
Richard Palmer	Cabinet Member for Community and Regulatory Services
Chris Hespe	Cabinet Member for Department of Local Government Efficiency and Local Government Reorganisation
Jamie Henderson	Cabinet Member of Environment, Costal Regeneration and Public Health
Beverley Fordham	Cabinet Member for Education and Skills
David Wimble	Cabinet Member for Economic Development and Special Projects
Paul Webb	Cabinet Member for Children's Services
Peter Osborne	Cabinet Member for Highways and Transport
Garry Sturley	Deputy Cabinet Member for Communications and Engagement

Structure of KCC

The structure of the organisation is as shown here

The Senior Officer team consists of six Corporate Directors. For more information on the Corporate Management Team please follow this link

The three directorates and two departments are as follows:

Adult Social Care and Health

The Directorate commissions and provides a range of services to improve outcomes for older and vulnerable adults, including those with mental health issues or disabilities, and their families. The Directorate supports vulnerable adults to live independently by promoting their wellbeing and supporting their independence. Services for adult mental health and learning disability already work in integrated teams with NHS colleagues and as a key partner in the Kent and Medway ICS we are developing multi-disciplinary teams within communities to support local care.

Responsible for services that include:

Public Health, Adults Central Referral Unit, Adult Community Teams, Safeguarding and quality, Kent Enablement at Home, Sensory and Autistic Spectrum Conditions Service, Integrated/Registered Care Centres, Day Centres, Community Learning Disability Teams, In-House Provision, Mental Health Services.

Growth, Environment and Transport

The Directorate comprises a range of key frontline, strategic, policy and commercial functions, and plays a major role in making Kent a better place to live, work and visit. The services provided, and the future the directorate helps to shape, affects every household in Kent. This includes strategic responsibility for the future of the county in terms of planning, economic development, transport policy, and major transport improvement schemes, waste disposal and recycling services. In addition, GET manages country parks; libraries; and delivers enforcement services including trading standards, community safety and emergency planning.

Responsible for services that include:

Highways, Transportation & Waste, Regulatory Services, Economic Development, Community Safety & Emergency Planning, Libraries, Registration & Archives, Sport & Country Parks, Arts including Kent Film Office, Development Planning, Planning Applications, North Downs Areas of Outstanding Natural Beauty, Flood Risk & Environment, Sustainability & Climate Change and Heritage Conservation

Children, Young People and Education Directorate

This Directorate combines and integrates the statutory responsibilities of Specialist Children's

Services together with Education services and the targeted and universal services for children and young people within Early Help and Preventative Services. There is a strong focus on alignment of resources to help ensure achievement of one of the key County Council strategic outcomes: 'Every child and young person in Kent gets the best start in life'. To improve outcomes for children and young people, services within the Directorate are working together with relevant partners to deliver the vision set out in the Children and Young People's Services Integration Programme.

Responsible for services that include:

Children's Social Care, Adoption & Fostering, Standards & School Improvement, Skills & Employability, Early Years and Childcare, Provision Planning, Fair Access, Educational Psychology, SEN Assessment & Placement, Youth Justice, Outdoor Education Centres, Children's Centres and Youth Hubs, Inclusion & Attendance, Early Intervention and Community Learning & Skills and Disabled Children and Young People Teams.

Chief Executive's Department and Deputy Chief Executive's Departments

The Departments support the delivery of our front-line services. The Directorate leads and co-ordinates major change, Organisational design and development and provides a critical client and contracting role with our trading companies including legal and customer contact. It provides Organisational wide governance, financial management and a major contribution to our political and external relationships.

Responsible for services that include:

Strategic Commissioning, Finance, Strategy, Policy, Relationship and Corporate Assurance, Governance, Law and Democracy, Technology, Strategic Reset Programme team, Marketing and Resident Experience, Infrastructure – ICT and property, Human Resources and Organisational Design, Health and Safety, Business Management and Client Relationships.

Job Description

Directorate:	**Adult Social Care and Health**
Grade:	**KSN**
Responsible to:	**Director of Public Health**

Job outline:

On behalf of KCC, the postholder will work with the Director of Public Health, as their Head of Public Health Strategy, Partnerships and Integration, in 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 be to lead the development and subsequent implementation of the Kent Neighbourhood Health Plan, and continue to lead, oversee, and support the implementation of the Integrated Care Strategy's delivery plan across the partnership. Furthermore, with the prospect of Devolution and LGR, the postholder will oversee the development of the PH Strategic Plan in response to these national reforms and lead the development of the annual PH Strategic Business Plan.

The post holder will support and advise the Director of Public health in his work with the Chief Executive and the Leader of Kent Count County Council. The postholder will also carry forward the work on the core offer of KCC Public Health towards the Kent and Medway Integrated Care Board and support the development of the Centre of Excellence for Public Health.

Job accountabilities:

- Lead the development and subsequent implementation of the statutory Kent Neighbourhood Health Plan under the Kent Health and Wellbeing Board, and continue to lead, oversee, and support the implementation of the Integrated Care Strategy's (Kent Joint Health and Wellbeing Strategy) delivery plan across the partnership.

- Leading the strategic oversight of projects supporting the Districts and Boroughs in their work on improving public health and reducing health inequalities, through action on the wider determinants of health, working with the relevant Consultant for this area.

- Lead on the public health 'core offer' to the Kent and Medway Integrated Commissioning Partnership

- Lead the 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.

- 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 with 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.

- 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.

- 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 responsible for the line management of the Public Health – Prevention Programmes Manager and the PH District & Borough Partnership Coordinator and participate in the matrix management of other staff members as and when required.

- 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, as relevant.

- Deliver to agreed budget and income targets where relevant.

- Contribute to on call arrangements for emergency planning/health protection as appropriate depending on local arrangements.

- Experience dependent and where possible, to provide support with those entering Public Health Kent on 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.

- Any other responsibilities and requirements that may arise according to the business requirements of the department and Council, as determined by the Director of Public Health.

- 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.

Recruitment Selection Criteria

The qualifications, knowledge and experience criteria below will be used in shortlisting. Applicants should describe in their application how they meet these criteria.

Qualifications:

- MSc/ MPH in public health and/or any related qualifications of relevance to the role being advertised.

Experience:

- Proven experience in roles relevant to the requirements of this job
- Proven experience at a senior level (assistant director/ director level)
- 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 at working within social and political environment, the NHS, local authorities and social services
- Experience of managing both staffing and commissioning budgets
- Experience at working at a corporate strategic level

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
- Strategic thinker with proven leadership skills
- 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
- Ability to work in a complex, dynamic, fast-moving and pressured corporate and political environment

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 interfaces between health and social care
- Knowledge of methods of developing clinical quality assurance, quality improvement and evidence based clinical and/or public health practice

Organisational Responsibilities

All Corporate Directors, Directors and Heads of Service have an explicit responsibility to work as part of a team to deliver, collectively, the agenda of the County Council. These are fundamental elements of their role not an addition and are summarised as follows

Whole Council

- Seek to improve the lives of all residents in Kent and the economy of 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 and promote and ensure compliance with policies and procedures and the Council's Code of Conduct (Kent Code)
- 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
- Maintain and ensure a relentless focus on the customer
- Act to support the Council-wide need to deliver services within budget, thereby avoiding an overspend that could damage the financial viability of the Council
- Overcome professional and service silos to achieve the County Council's objectives

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 and engage with the market to constantly improve
- Ensure all services are delivered effectively and efficiently
- 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

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
- Identify and deal with underperformance
- Deliver to agreed budget and income targets

Kent Values

- 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

Our values enable us to build a culture that culture is:

Flexible/agile - willing to take (calculated) risks and want people that are flexible and agile

Curious - constantly learning and evolving

Compassionate and Inclusive - compassionate, understanding and respectful to all

Working Together - building and delivering for the best interests of Kent

Empowering - Our people take accountability for their decisions and actions

Externally Focused - Residents, families and communities at the heart of decision making

As a senior leader you will be expected to role model and drive the Council's cultural aspiration and its related values. In doing this the leadership traits we expect of you are:

- Courage and integrity
- Making a difference – sense of purpose
- Compassion and inclusion – community leadership
- Drive for results -
- Curiosity and learning

Working for Kent County Council

Salary and Notice

The appointment will be subject to 3 months' notice.

KCC pays salaries to bank accounts on the 25th of the month unless this falls on a weekend or public holiday.

Terms and Conditions

The appointment is subject to the terms and conditions contained within the Kent Scheme of Conditions of Service.

30 days (222hours) annual leave is provided excluding Bank Holidays. You will also receive paid time off for public holidays plus a concessionary day at Christmas.

An excellent relocation package is available to assist with costs, including removal companies, temporary lodgings and professional expenses.

The postholder will be expected to provide a car for official journeys.

Personal Interests

Kent County Council policy requires all employees to declare membership of any organisation that falls within the following definition:

Any lodge, chapter, society, trust or regular gathering or meeting, which:

- is not open to members of the public who are not members of that lodge, chapter, society or trust;
- includes in the grant of membership an obligation on the part of the members to make a
- commitment (whether by oath or otherwise) of allegiance to the lodge, chapter, society, gathering or meeting; and
- includes, whether initially or subsequently, a commitment (whether by oath or otherwise)
- of secrecy about the rules, membership or conduct of the lodge, chapter, society, trust, gathering, or meeting

A lodge, chapter, society, trust, gathering or meeting as defined above, should not be regarded as a secret society if it forms part of the activity of a generally recognised religion.

Pensions

The post holder will have the choice of contributing to the Local Government Pension Scheme (LGPS). Further details will be available for the successful applicant.

Politically Restricted Posts

This is a politically restricted post which means that the post holder cannot stand for public elected office (other than to a parish council) and is subject to further restrictions on more general political activity.

Whole Time Employment

The person appointed will be required to devote their whole time service to the work of Kent County Council and should not engage in any other business without the express consent of the County Council.

Health and Safety Policy

The County Council recognises and accepts its responsibility as an employer, and will take positive action to ensure the health, safety and welfare of all employees and other persons who may be affected by its operations, by providing safe working conditions and a healthy and safe working environment.

Sickness Provision

Our sickness benefit scheme exceeds statutory requirements. Actual paid absence depends on how long you have worked for KCC and the circumstances of your absence. For example, after 6 years' service your benefit would be 6 months full pay and 6 months half pay.

Training and Development

KCC is committed to supporting staff to reach their full potential through annual appraisal and personal development plans, enhanced by a range of career development opportunities.

Managers from KSG to KSR will be required to undertake our Kent Manager standard programme within the first year of employment.

Green Travel

Our Green Travel Plan is exploring alternative modes of transport to improve travel choice and reduce congestion and pollution. This includes:

- Car sharing and emergency taxi home.
- Discounted fares, free tickets, trip planning and improved travel information.
- Pool car and bikes

Other benefits

KCC offers a range of family friendly policies including:

- A generous maternity scheme
- Emergency leave
- Parental leave
- Special leave
- Help Fund – all employees have the opportunity both to pay into the fund and to apply for help from it when experiencing financial hardship
- An in-house confidential counseling service and Occupational Health Service
- Kent Rewards - discounts at over 1,200 retailers ranging from reduced rates at Health Clubs to house and car insurance to holidays

Living in Kent

With great schools, vibrant cities, golden beaches and stunning countryside Kent has lots to offer you. Find out more about locations in Kent.

Selection Process

Closing Date

This post will close at midnight on 15th November 2026.

Selection Process

As part of the interview process for this role you may be required to complete an occupational personality questionnaire prior to your interview.

How to Respond

To apply please visit www.kent.gov.uk to complete an online application form.