

**London Borough of Lambeth
JOB DESCRIPTION**

Job title	Public Health Consultant
Grade	SMG 2
Directorate	Adults and Health
Division	Public Health
Business Unit	Public Health
Responsible to	Director of Public Health
Responsible for	Health protection, health inclusion and older people

Main purpose of post

This is an exciting senior, strategic public health role to influence leadership and decision making across Lambeth Council, the NHS and other partners. The post holder will apply their public health skills in a range of spheres and work with senior managers, elected members, and strategic and policy leads in the Council, NHS, SEL integrated care system, communities and other statutory, voluntary and community organisations to improve population health and wellbeing and reduce health inequalities. The post holder will be able to work independently and with a high level of credibility, probity and accountability.

To promote better health and wellbeing and reduce health inequalities in the population of the London Borough of Lambeth the post holder will;

- Develop, lead and implement or make a major strategic contribution to policies, strategies, programmes, and projects of public health relevance at locality, borough and sector level
- Advise the Council on cross cutting policies, programmes and projects of public health relevance and impact across local strategic partnerships
- Ensure that their Public Health input directly influences, and is integrated into, policy, strategy and practice across the borough, specifically that they are based on population need, evidence of effectiveness, and recognised good practice
- Actively and strategically contribute to commissioning particularly in relation to prevention, health improvement and the wider determinants of health
- Support and enable the equitable and evidence-based delivery and transformation of local government, NHS and other services
- Be an effective advocate on behalf of the public's health, actively engaging with and seeking the views and experiences of citizens

The post holder will need to demonstrate competencies to fulfil a generic Consultant in Public Health/Medicine role and will be the lead in several areas including Health Protection, Substance misuse, health inclusion, older people and social care. All public health consultants are also expected to participate in the Council's Silver on call rota.

The department is approved for the training of public health specialists.

Areas of work will change over time as projects come to an end and the needs and priorities of the department and organisation change.

Key Unit Accountabilities

KEY ACCOUNTABILITIES:	
1	<p><i>Surveillance and assessment of the population's health and well-being</i></p> <ul style="list-style-type: none"> • To design, develop and utilise information and intelligence systems to underpin public health improvement and action across disciplines and organisations • To receive, interpret, provide and advise on highly complex epidemiological and statistical information about the health of populations to local NHS, Local Authority and voluntary organisations • To write and/or contribute to national and local policy setting reports on the health of the population of Lambeth
2	<p><i>Assessing the evidence of effectiveness of health and healthcare interventions, programmes and services</i></p> <ul style="list-style-type: none"> • To provide expert public health advice and leadership to support and inform an evidence-based approach within ethical frameworks for commissioning and to develop high quality equitable services, in potentially contentious and hostile environments where barriers to acceptance may exist • To be responsible for leading on service development, evaluation and quality assurance governance in specific areas and for preparing and adjusting action plans in line with changing needs
3	<p><i>Policy and strategy development and implementation</i></p> <ul style="list-style-type: none"> • To lead on behalf Lambeth Council on the communication, dissemination and implementation and delivery of national, regional and local policies, developing inter-agency and interdisciplinary strategic plans and programmes to deliver key public health targets. • To act in an expert advisory capacity on public health knowledge, standards and practice, across the spectrum of public health at Board or equivalent level. • To be responsible for the development and implementation of multi-agency long-term public health programmes as required, based on identification of areas of potential health improvement, the diversity of local needs and the reduction of inequalities.
4	<p><i>Leadership and collaborative working for health</i></p> <ul style="list-style-type: none"> • To take the lead role on behalf of Lambeth Council in developing inter-agency and interdisciplinary short and long-term strategic plans for securing health improvement both in the general population and in vulnerable groups at high risk of poor health and/or reduced life expectancy, in partnership with a range of agencies such as those in the statutory, non-statutory, voluntary and private sectors. This requires the ability to work cross-directorate and across other agencies and voluntary organisations. • To lead on the integration of health, social services and voluntary organisations to promote effective joint working to ensure delivery of the wider government targets • To influence external agencies in their public health policy decisions by working with complex professional, managerial and population groups and other organisations in the statutory, non-statutory and private sectors

5	<p>Health Improvement</p> <ul style="list-style-type: none"> • To be responsible for designated areas of health improvement programmes, public health surveillance, population screening or geographical areas relevant to the agreed portfolio. To take a senior leadership role in specified areas with local communities and vulnerable and hard to reach groups, helping them to take action to tackle longstanding and widening health inequality issues, using community development approaches as appropriate. • To provide expert knowledge to ensure effective community involvement with regard to all the work of the organisation including commissioning and prioritising high cost services and to ensure that policies and strategies are interpreted, developed and implemented at all levels.
6	<p>Health Protection</p> <ul style="list-style-type: none"> • To take responsibility for safeguarding the health of the population in relation to communicable disease, infection control and environmental health • To provide assurance to the Director of Public Health on the delivery of health protection programmes, including immunisation and screening. • To communicate effectively and diplomatically with a wide audience including the media and the public to change practice in highly challenging circumstances such as communicable disease outbreaks, chemical incidents, immunisation and screening.
7	<p>Service Improvement</p> <ul style="list-style-type: none"> • To provide expert advice to support evidence based commissioning, prioritisation of services for the population (and in some circumstances providing highly specialised advice on preferred treatment options or protocols based on the evidence for individual patients) in order to maximise opportunities for health • To be responsible for implementation of NICE/National Service Frameworks or equivalent national standards/guidance and frameworks. • To provide Public Health expertise to clinical networks as required. • To lead on appropriate audits.
8	<p>Public Health Intelligence</p> <ul style="list-style-type: none"> • To analyse and evaluate quantitative and qualitative data and research evidence from a range of sources to make recommendations and inform decision making which has long term impacts. • To compare, analyse and interpret highly complex options for running projects identified as key public health priorities, and communicate this information across organisations and the local community. • To lead on, plan and design agreed aspects of the strategic assessment of health needs, health inequalities, and health impact assessment, to identify areas for action within the local population based on the best available evidence and to be responsible for short and long term planning and for providing advice on the treatment of groups of populations
9	<p>Academic Public Health/ Research and Development</p> <ul style="list-style-type: none"> • To undertake and/or commission literature reviews, evaluative research surveys, audits and other research as required to inform equitable services and reduce

	<p>health inequalities. To develop links with academic centres as appropriate, to ensure the work of the organisation is based on a sound research and evidence base.</p> <ul style="list-style-type: none"> • To develop public health capacity through education and training by raising awareness of the contribution of public health skills and knowledge in the local health community, including the local authority and the voluntary sectors, by contributing to teaching at undergraduate and postgraduate level, by supervising those training and working in public health.
10	<ul style="list-style-type: none"> • To work flexibly in undertaking the duties and responsibilities of this job, and participate as required in multi-disciplinary cross-department and cross-organisational groups and task teams.
11	<ul style="list-style-type: none"> • To take responsibility, relevant to the post, for ensuring that Council statutes and government legislation is upheld. This includes, amongst others; Management Compliance Charter, Environmental Policy, Data Protection Act, Race Equality Action Plan, Quality Assurance Plan, Health & Safety, Sustainable Construction and Recycling.
12	<ul style="list-style-type: none"> • To take responsibility, appropriate to the post for tackling racism and promoting good race, ethnic and community relations.

PERSON SPECIFICATION
Consultant in Public Health – SMG 2

<p>It is essential that in your written supporting statement you give evidence or examples of your proven experience in each of the short-listing criteria marked Application (A)</p> <p>You should expect that all areas listed below will be assessed as part of the interview and assessment process should you be shortlisted.</p> <p>If you are applying under the Disability Confident scheme, you will need to give evidence or examples of your proven experience in the areas marked with a "Tick" (✓) on the person specification when you complete the application form.</p>			<p>Shortlisting Criteria</p>
Key Knowledge	K1	Knowledge of Public Health theory and practice, particularly in relation to reducing health inequalities, health and care commissioning, health improvement and the wider determinants of health	A✓
	K2	Knowledge and understanding of the strategic context of and priorities for Local Authorities, NHS, Integrated Care Systems and other stakeholders including approaches to and the role of commissioning in improving the health and wellbeing of populations.	A✓
Relevant Experience	E1	Experience of developing and leading a public health approach to change at strategic level including steering through successful and sustainable change leading to population impact in a large complex organisation or partnership.	A✓
	E2	Experience of & ability to undertake health & wellbeing needs assessment, population health surveillance, evaluations and strategy and policy development through to procurement, performance management and evaluation	A✓
	E3	Successful experience of and ability to lead a team, including people who do not report directly to you from within and external to the organisation so as to inspire and align people's efforts in pursuit of agreed objectives.	A✓
Qualifications	Q1	Inclusion in the GMC Specialist Register/GDC Specialist List/UK Voluntary Register (UKVR) for Public Health Specialists	A✓

	Q2	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✓
	Q3	Public health specialist registrar and specialist trainee applicants who are not yet on the GMC Specialist Register/GDC Specialist List in dental public health/UKVR 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/UKVR specialist registers	A✓
	S1	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✓
	S2	MFPH by examination, by exemption or by assessment	A✓
Core Behaviours	B1	Communicates effectively: <ul style="list-style-type: none"> - Be open to communication at all levels both internally and externally - Ensuring regular catch ups, one to ones and team meetings are effective for all parties and all parties actively participate 	
	B2	Focuses on people: <ul style="list-style-type: none"> - Always asks “what does this mean for citizens” - Thinks from a citizen perspective - Collects and maintains use of citizen data and feedback to develop and continually improve services 	
	B3	Focuses on results: <ul style="list-style-type: none"> - Managers attend to KPIs as part of their approach to ensuring a good service for residents - Managers demonstrate their understanding of the resource, experience and potential within their team and that this understanding informs how they allocate work - Has effective mechanisms and approaches for challenging and improving poor performance 	

	B4	<p>Takes ownership:</p> <ul style="list-style-type: none"> - Drives continual improvement - Constantly thinks “how could we do this better” - Takes calculated risks to deliver better outcomes for service users - Shares lessons learned across the borough/with partners 	
	B5	<p>Works collaboratively:</p> <ul style="list-style-type: none"> - Builds partnerships and relationships internally and externally - Takes the time to get to know others and their perspective - Manages relationships and partnerships for the long term - Sets priorities and makes choices based on the wider needs of the borough/community and not just own area 	