

Job Description and Person Specification

Consultant in Public Health – Children's Public Health and Life Chances

Job Details	
Grade	SM1 (£78,308 - £86,335)
Service	Public Health
Location	One Friargate, Coventry
Job Evaluation Code	W0159W

Coventry City Council Values
<p>We expect everyone who works for us to be committed to our One Coventry values and to share our commitment to becoming a more diverse and inclusive organisation:</p> <p>Open and fair: We are open, fair and transparent.</p> <p>Nurture and develop: We encourage a culture where everyone is supported to do and be the best they can be.</p> <p>Engage and empower: We engage with our residents and empower our employees to enable them to do the right thing.</p> <p>Create and innovate: We embrace new ways of working to continuously improve the services we offer.</p> <p>Own and be accountable: We work together to make the right decisions and deliver the best services for our residents.</p> <p>Value and respect: We put diversity and inclusion at the heart of all we do.</p>

Job Purpose, Main Duties and Accountabilities

- 1.1. Strategic development of major health and wellbeing system themes including Children's Public Health and Life Chances. This will involve:
 - Understanding and analysis of the evidence, data, population characteristics and stakeholder issues in relation to inequalities
 - Lead the development and delivery of key priorities relating to health, inequalities and children's life chances.
 - Working with colleagues and other agencies to identify and develop innovative approaches to reducing inequalities.
 - Key strategic internal and system-wide leadership roles around children's public health and life chances.

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 - Key strategic internal and system-wide leadership roles around children's public health and life chances.

- 1.3. Creating and developing effective stakeholder engagement and involvement in the delivery of the children's public health and life chances agenda. This will include.
 - Identifying and working with key stakeholder groups
 - Membership of key groups, including lead consultant role within the Children and Young People's Partnership Board, C&YP Commissioning Board, Multi-Agency Safeguarding (MASH) Board, Local Maternity and Neonatal System (LMNS) Board and other boards and groups related to children's public health and life chances.
 - Developing multi-professional and multi-agency partnerships to improve health and life chances.
 - Creating and developing networks of interest.
 - Engaging with community, voluntary, patient and interest groups to ensure effective public contributions to children's public health and associated public health commissioned services.
 - Ensuring that there is an understanding of how programmes led by different groups and organisations contribute to these health themes and deliver health improvements.
 - Agreeing joint health and well-being outcomes and dashboards with stakeholders.
 - Building effective links to universities and research to ensure a strong evidence base and innovative approach to delivering children's public health and life chance improvements.

1.4. Effective delivery of the Children's Public Health and Life Chances workplans. This will involve:

- Delivering effective oversight of all areas of activity under Children's Public Health and Life Chances.
- Ensure the effective commissioning and monitoring of public health programmes that come under Children's Public Health, in particular the Family Health & Lifestyles Service including Health Visiting, School Nursing, National Child Measurement Programme, Family Weight Management Support. Also lead the commissioning of Drugs & Alcohol support services for children and young people.
- Ensuring clear project plans, milestones and deliverables are identified for all substantive projects.
- Managing the programme managers and supporting them to deliver the workplan.
- Identifying the key overall health and well-being outcomes. Developing and delivering effective evaluation of the major projects and priorities.
- Working with researchers and Universities to develop a strong evidence base and evaluative culture.

1.5. Providing effective public health leadership at the local and wider area in relation to children's public health, life chances and associated programmes. This will include:

- Creating a strong profile for children's public health and life chances within Coventry and at the regional and national level.
- Ensuring we have a coherent story for children's public health and life chances that enables a wide range of stakeholders within and beyond Coventry to engage with the work being undertaken.
- Ensuring that where applicable that projects/programmes and other initiatives that could impact on children's public health and life chances identify explicitly how they will improve health and see themselves as contributing to people's health.
- Create and maintain effective teams, networks and interest groups to take forward activity under Children's Public Health and Life Chances.

1.6. Improving Health Outcomes for Children and Young People. This will include:

- Working with Children's Services colleagues, NHS colleagues and other agencies to identify effective interventions and joint working in areas including:
 - Preconception
 - Early years
 - School age
 - Young people
 - Early Help
- Develop jointly owned health and wellbeing outcomes and metrics for demonstrating across agencies the impact of initiatives on children and young people's health and well-being.
- Lead commissioning of 0-19 family health and lifestyle service as part of a multi-disciplinary commissioning team.

- Support Children's Services and Education in new developments to improve the health and wellbeing of children and ensure that Children's Public Health Service provision is integrated at a level which will maximise the benefits of resource use and reduce duplication.

1.7. Contribute to the development of local clinical and PH networks to share expertise and skills, and to facilitate delivery of best practice across the range of public health functions with relevant partner organisations. Work with a range of organisations on identifying the opportunities for their activities to improve health outcomes across the whole life course.

1.8. Act as Educational Supervisor, potentially with overall responsibility for Public Health trainees, Foundation Doctors and GP trainees or Clinical Supervisor overseeing trainees work on projects and other activities linked to the children's public health and life chances agenda

1.9. Contribute to Coventry City Council's emergency planning, epidemic and pandemic response including the response to Covid-19 and delivery of the Local Outbreak Management Plan

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, negotiation, influencing and motivation skills and flexibility are required to deal with complex public health issues, to advise and make recommendations regarding services and patient care and to ensure that resources are strategically applied across the population of Coventry in a way which improves the health of the population at the same time as reducing health inequalities.

A high level of tact and diplomacy is required and an ability to understand and operate within other organisational cultures to enable effective working across organisational boundaries and influencing without authority.

Within the Public Health Team, the post-holder will use a matrix working approach across the breadth of PH responsibilities within the City Council, supporting the roles of other Consultants and their teams and the Director of Public Health & Well Being roles and responsibilities as required.

The postholder:

- Will manage staff (including trainees) including recruitment, appraisals, assessments, disciplinary and grievance responsibilities etc)
- Will be an authorised signatory and will manage budgets as delegated
- Will be responsive to PH emergency response requirements depending on local arrangements
- Will be expected to deputise for the Director as required
- Will manage Specialty Registrars in Public Health

Professional obligations

The postholder will be expected to:

- Participate in the organisation's staff appraisal scheme and departmental audit, and ensure appraisal and development of any staff for whom s/he is responsible
- Contribute to the training programme for Foundation Year Doctors/SHOs/GP Trainees/ Specialty Registrars in Public Health and to the training of practitioners and GP trainees within the locality.
- Undertake an annual professional appraisal including completion of a programme of CPD, 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 (Specialist) Register or other specialist register as appropriate.
- Practise in accordance with all relevant sections of the General Medical Council's Good Medical Practice (if medically qualified) and the Faculty of Public Health's Good Public Health Practice and UKPHR requirements.
- It is a duty of a health professional to foster scientific integrity, freedom of scientific publications, and freedom of debate on health matters, and public health professionals have a further responsibility to promote good governance and open government.
- Public health practice must be carried out within the ethical framework of the health professions.
- The post-holder will be expected to maintain effective, courageous, and responsible public health advocacy.

The job description will be subject to review in consultation with the post-holder and in the light of the needs of the employing organisation and the development of the speciality of public health and any wider developments in the field of public health.

CORE COMPETENCY AREAS for Public Health Consultants (Faculty of Public Health)

Use of public health intelligence to survey and assess a population's health and wellbeing

To be able to synthesise data from multiple sources on the surveillance or assessment of a population's health and wellbeing and on the wider environment, so that the evidence 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, behaviours and environmental factors influencing health at a system, community and individual level to improve and promote the health of current and future generations. To be proactive in addressing health inequalities and prioritising the most vulnerable or disadvantaged groups in the population.

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. To understand how those risks associated with hazards relevant to health protection may be influenced by climate change and environmental degradation currently and in the future.

Health and care public health

To be able to improve the efficiency, effectiveness, safety, reliability, responsiveness, sustainability 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.

Key Relationships			
External:	OHID, ICB, NHS Trusts, Commissioned Service Providers, ADPH, Children and Young People's Partnership Board, C&YP Commissioning Board, Multi-Agency Safeguarding (MASH) Board, Marmot Partnership, Local Maternity and Neonatal System (LMNS) Board	Internal:	Public Health, Migration, Children's Services, Senior Leadership Network, Leadership Board, Finance, Procurement, Legal, Governance Services

Standard Information
<p>Post holders will be accountable for carrying out all duties and responsibilities with due regard to Code of Conduct, Safeguarding, Health & Safety and the City Council's Workforce Diversity and Inclusion Policies. Duties which include processing of any personal data must be undertaken within the corporate data protection guidelines.</p> <p>Training The postholder must attend any training and undertake any development activities that are identified as mandatory/beneficial to their role.</p>

Responsible for
<p>Programme Managers, Programme Officers, Commissioning Managers, Specialty Trainees in Public Health, F2 Medical Trainees and GP Trainees in Public Health</p>

Person Specification	
Requirements	
Knowledge	In-depth understanding of health and care system and relationships with both local & national government
Knowledge	In depth knowledge of methods of developing clinical quality assurance, quality improvement, evaluations and evidence based public health practice
Knowledge	Strong and demonstrable understanding of interfaces between health, social care, children's services and key partners (dealing with wider determinants of health)
Knowledge	Understanding of the public sector duty and the inequality duty and their application to public health practice
Knowledge	High level of understanding of epidemiology and statistics, public health practice, health economics and health care evaluation
Knowledge	Full understanding of and commitment to addressing relationships and cultures of organisations that impact on the wider determinants of health
Knowledge	Knowledge of methods of developing clinical quality assurance, quality improvement and evidence based clinical and/or public health practice
Knowledge	Understanding of social and political environment
Knowledge	Appreciation of the Public Health system across health, local authority and third sector
Skills And Ability	Able to influence senior members including directors and CEOs
Skills And Ability	Able to both lead teams and to able to contribute effectively in teams led by junior colleagues
Skills And Ability	Commitment to work within a political system irrespective of personal political affiliations
Skills And Ability	Able to demonstrate and motivate organisations to contribute to improving the public's health and wellbeing through mainstream activities and within resources
Skills And Ability	Strategic thinker with proven leadership skills and operational nous
Skills And Ability	Developed staff management skills; providing clear vision and objective setting and willingness to tackle sub-optimal performance
Skills And Ability	Evidence of management of a budget

Skills And Ability	Excellent verbal and written communication skills, able to persuade and influence stakeholders in a political environment
Skills And Ability	Ability to respond appropriately in unplanned and unforeseen circumstances
Skills And Ability	Ability to design, develop, interpret and implement policies
Skills And Ability	Analytical skills able to utilise both qualitative (including health economics) and quantitative information
Experience	Delivery of successful change management programmes across organisational boundaries
Experience	Media experience demonstrating delivery of effective health behaviour or health promotion messages
Experience	Experience of using complex information to explain public health issues to a range of audiences
Experience	Experience of working as a Public Health Consultant
Experience	Evidence of being able to add public health values to corporate agenda
Experience	High level programme management skills
Experience	Experience of working in complex political and social environments
Experience	Experience of using data, research and intelligence to understand complex circumstances, design solutions and drive activity
Experience	Experience of successful working with local authority elected members
Qualification	The National Health Service (Appointment of Consultants) Regulations 1996 (legislation.gov.uk) In line with legislation, inclusion in the GMC Full and Specialist Register with a license to practice/GDC Specialist List or inclusion in the UK Public Health Register (UKPHR) for Public Health Specialists at the point of application .
Qualification	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 practice
Qualification	Any public health speciality registrar applicants who are currently on the UK public health training programme and not yet on either the GMC, GDC or UKPHR specialist register must provide verifiable signed documentary evidence that they are within 6 months of gaining entry to a register at the date of interview

Qualification	If an applicant is UK trained in Public Health, they must ALSO be a holder of a Certificate of Completion of Training (CCT), or be within six months of award of CCT by date of interview. If an applicant is non-UK trained, they will be required to show evidence of equivalence to the UK CCT.
Qualification	Applicants must meet minimum CPD requirements (i.e. be up to date) in accordance with Faculty of Public Health requirements or other recognised body
Qualification	MFPH by examination, by exemption or by assessment, or equivalent
Qualification	Masters in Public Health or equivalent

Declaration			
Reviewed/Created By:	Allison Duggal		
Job Title:	Director of Public Health & Wellbeing	Date:	02/05/2025