

Northumberland County Council

JOB DESCRIPTION

Post Title: Public Health Principal	Director/Service/Sector: Public Health		Office Use
Band: 13	Workplace: County Hall, Morpeth		JE ref: Z311
Responsible to: Executive Director Public Health	Date:	Sept 2024	
<p>Job Purpose:</p> <p>To provide strategic leadership and set the priorities, policy and direction of the Public Health team aligned to Corporate and Service priorities. To contribute to the wider service senior leadership team and lead by example in terms of embedding the vision, values and behaviours of the council.</p> <p>To lead and support the improvement of health and social outcomes in Northumberland, including the development and delivery of the Public Service Plan and Corporate Plan.</p> <p>Be responsible for delivering the Council's statutory duties as well as shaping and commissioning significant strategic programmes across the life course to protect the health and improve the health and wellbeing of people in Northumberland.</p> <p>To work with partners at a senior level across the health and social care system.</p> <p>To contribute to the general duties of the public health senior management team in relation to health protection and in managing relationships with partners in Office for Health Improvement and Disparities (OHID), NHS England, local NHS Trusts, Primary Care providers, Voluntary and Community Sector organisations, and the Integrated Care Board (ICB).</p> <p>To support the Public Health Senior Management Team to deliver strategic plans and lead on key areas of work as an expert public health resource across health improvement, health protection and population healthcare quality.</p> <p>To support the Public Health Senior Management Team in all corporate expectations and have autonomous leadership roles in key Public Health priority areas such as children's public health and public mental health.</p> <p>This is a developmental role in which the postholder will be expected to complete their Specialist Registration by Portfolio Route to gain UKPHR specialist registration within 4 years of the commencing the post, through leading complex public health developments using a wider range of skills and competencies. Specific areas of work will be agreed in consultation with the Executive Director of Public Health to deliver required evidence to support portfolio development and to meet the needs of the team. The postholder will be required to develop written narratives to demonstrate how work aligned to competencies meets the UKPHR requirements to fulfil specialist level competencies.</p>			
Resources	Staff	Will manage Senior Public Health Managers, Public Health Managers and Public Health Practitioners Carry out staff appraisals and supervision sessions for all direct reports	
	Finance	Management of budget of up to £7 million	

	Undertaking the role of authorised signatory, budget or delegated budget holder and contribute to the formulation of department/service budgets and financial initiatives
Physical	Development, analysis and Management of data and intelligence, including complex and sensitive data and personal confidential data, where required
Clients	Council functions including Adult Social Care and Commissioning, Children's Social Care, Housing Economy and Corporate Service as well as external organisations including Northeast and North Cumbria Integrated Care Board (ICB), Northumberland System Transformation Board, Northumbria Health NHS Foundation Trust, Primary Care networks, local voluntary and community sector organisations and providers of Public Health Commissioned Services.
Work Arrangements	
Transport requirements:	This post has a county-wide remit, therefore there requires frequent attendance at county-wide sites. The post may require occasional attendance at national sites.
Working patterns:	This post requires some evening/weekend working. This post may require occasional overnight stays.
Working conditions:	The post is predominately office based, with some off-site working as required.

Northumberland County Council
PERSON SPECIFICATION

Post Title: Public Health Principal	Director/Service/Sector: Public Health	Ref: Z311
Essential	Desirable	Assess by
Knowledge and Qualifications		
<ul style="list-style-type: none"> • Master's Degree in Public Health, Health Promotion, or a related field • Evidence of continuing professional development • Knowledge to submit to UKPHR specialist registration within 4 years of the commencing the post via the Specialist Registration by Portfolio Route • Knowledge and understanding of Local Government statutory requirements • Substantial demonstrable knowledge of: <ul style="list-style-type: none"> Local government and the political framework in which it operates Legislation, policy and practice in Public Health, Social Care and Health Care NICE guidelines in relation to public health practice Promoting health and wellbeing and healthy lifestyles Epidemiology, statistics, health economics and health care evaluation Wider health and wellbeing services • Political and cultural awareness and an understanding of the political context and environment of Local Government. • High level of understanding of epidemiology and statistics, public health practice, health promotion, health economics and health care evaluation • Understanding of NHS and local government cultures, structures and policies • Understanding of social and political environment • Understanding of interfaces between health and social care. 	<ul style="list-style-type: none"> • Project management qualification • UKPHR practitioner registration • Knowledge of methods of developing clinical and/or public health practice 	<ul style="list-style-type: none"> Application form Selection process Pre employment checks
Experience		
<ul style="list-style-type: none"> • Substantial experience of implementing and managing change and business transformation, proactively pursuing continuous improvement • Substantial experience of successful strategic management and the formulation and delivery of strategic objectives, plans and policies • Proven ability to manage a significant budget and meet financial efficiencies • Working with Members and Senior Officers, advising on specialist areas of responsibility • Strategic level planning and people management, including motivation, engagement, empowerment, performance management and development • Substantial experience of managing complex projects and matrix 	<ul style="list-style-type: none"> • Peer-reviewed publications and/or presentation of papers at conferences, seminars etc. • Experience in multiple parts of the PH/wider system • Experience of dealing with the media 	<ul style="list-style-type: none"> Application form Selection process Pre-employment checks

<p>management</p> <ul style="list-style-type: none"> • Substantial experience of implementing and delivering partnership working with both internal and external partners • Significant public health experience • Staff management and training • Practical experience in facilitating change • Experience of delivery on programmes to address the wider determinants of health and wellbeing. • Proven track record in understanding of public health research methods 		
Skills and competencies		
<ul style="list-style-type: none"> • Project management, IT, business transformation, leadership and change management skills • Ability to think analytically, strategically and creatively and to influence and manage change across management and professional boundaries • Understand and promote the application of digital technology to support and enhance service delivery • Ability to identify and exploit commercial opportunities for the benefit of the community and the council • Understand the strengths, motivations, aspirations and areas for development within the team and use this information to build resilience, manage talent and form positive working relationships built on trust which will empower, challenge and develop the team • Understand what constitutes good workforce planning and establish effective workforce planning arrangements which support medium to long term service delivery • Understand and apply the service design principles to ensure the most effective level of service delivery is maintained within the resources available • Problem solving and budget setting skills • Understanding of LEAN methodology • Highly developed presentation and communication skills both orally and in writing. • Ability to adapt communication styles (written and verbal) to suit the audience • Highly developed interpersonal, motivational, delegation and influencing skills • Ability to respond appropriately in unplanned and unforeseen circumstances • Substantially numerate, with highly developed analytical skills using qualitative and quantitative data 	<ul style="list-style-type: none"> • Training and mentoring skills 	<p>Application form</p> <p>Selection process</p> <p>Pre-employment checks</p>

<ul style="list-style-type: none"> • Ability to design, develop, interpret and implement policies • Highly developed negotiation and motivation skills as well as flexibility are required to deal with highly complex and contentious public health issues, to advise officers and elected members in the council and the Health and Wellbeing Board, and to make recommendations regarding services, patient care and the wider determinants of health. • A high level of tact and diplomacy is required and an ability to understand other cultures to enable effective working across organisational boundaries and influencing without authority • Able to influence external agencies to support them to address health inequalities. • Able to prioritise work, and work well against a background of change and uncertainty 		
Physical, mental and emotional demands		
<ul style="list-style-type: none"> • Long periods of concentration, which can be over a number of days where analysis of data, production reports and presentations need to be produced, during this time there may be constant high-level interruptions. • Ability to cope with multiple and changing demands, and to meet tight deadlines. 		
Other		
<ul style="list-style-type: none"> • Ability to organise own workload and that of others • Resilient with strong self-awareness • Strong commitment to public health principles • Adaptable to situations, able to handle people of all capabilities and attitudes • Commitment to team-working, and respect and consideration for the skills of others • High standards of professional probity • Self-motivated and committed to self-directed learning • Ability to make judgments based on past learning and current strategic thinking from a public health perspective • Ability to work to deadlines and manage a diverse workload • Ability to maintain confidentiality and security • Able to meet the travel requirements of the post 		Application form Selection process Pre-employment checks