

JOB DESCRIPTION

Job Title	Consultant in Public Health		
Directorate	Resources, Strategy and Transformation		
Reporting to	Director of Public Health		
Grade	NHS Agenda for Change Band 8d		
Evaluation ref:	NOM0234	Job Family ref:	
Role Purpose			
<ul style="list-style-type: none"> The main purpose of this post is to provide professional public health leadership, advice and support to Somerset Council and other parts of the local health and wellbeing system, including the Integrated Care Board, Primary Care Networks and Local Community Networks. The role includes providing appropriate input to policy and the commissioning cycle and ensuring health improvement and reducing inequalities is a key outcome of the process. The post-holder will: <ul style="list-style-type: none"> 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, Community, Faith and Social Enterprise (VCFSE) organisations and so on. 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 the health protection out of hours on-call rota (participate in the communicable disease, environmental hazards control and emergency planning arrangements for Somerset). fulfill their professional requirements for CPD and revalidation and support specialist training in public health. advise Members and Directors in respect of operational planning and commissioning, policy matters and service delivery issues and engage with partners in the promotion, communication and delivery of services. provide expertise and strong management to drive performance and to commission and/or deliver the Council's priorities and meet service targets, as a member of the Council's Senior Management Group. provide clarity, management and motivation in delivering the New Operating Model, the Somerset Council Plan and other Council transformation programmes as required. ensure the effective understanding and operation of any specific statutory or regulatory duty contained within the role. 			
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- determine or support the determination of the strategic direction of the Council and partners agencies in relation to their specialist expertise
- undertake representational and communication duties on behalf of the Council and partners both to promote and protect the Council's interests in matters concerning their specialist areas.
- advise the Council on their obligations and duties arising from the statutory/regulatory framework covering their specialist subject
- shape and/or recommend Council policy concerning their specialist areas of activity
- create, monitor and review frameworks of performance measures and quality standards to be applied in the delivery of services in their area of expertise
- commission and/or act as the Council's Lead Client in relation to services in their specialist areas
- drive and operate partnership and co-operative working with other agencies/bodies to ensure the effective commissioning and/or delivery of services in their specialist areas.
- manage major programmes within their area of expertise or where their specialism is predominant.
- deliver major projects and resolve complex casework where required by the Director.
- specify and mentor the CPD of other professionals in their field.
- Take the lead role in developing and sustaining inter-agency and inter-disciplinary strategic plans for securing health improvement both in the general population and vulnerable groups, in partnership with a range of agencies in the statutory, non-statutory, voluntary and private sectors. This requires demonstrable influencing and negotiating skills in a complex field across other agencies and VCFSE organisations.
- Lead on the integration of local authority, health and VCFSE organisations to promote effective joint planning and working to ensure delivery of targets and jointly agreed action plans.
- Influence partner agencies in their public health policy decisions by engaging with elected members, professional, managerial and population groups and other associated organisations.
- Communicate effectively with members of the public and a wide variety of organisations and agencies, including the police and UK Health Security Agency (UKHSA) as part of call arrangements for communicable disease control/health protection.
- Deputise for the Director of Public Health, as required, at a senior level.

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Core Competency Areas

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.

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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.

Training and CPD arrangements

The post-holder will be required to undertake a managerial and professional appraisal and be actively involved in departmental audit. The appraisal system will support the agreement of a personal development plan (PDP) and identification of priorities for continued professional development (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. The post-holder will also be responsible for ensuring that appraisal and development of any staff they line manage is undertaken.

These professional obligations should be reflected in the job plan. The post-holder may also have external professional responsibilities for example, in respect of training or work for the Faculty of Public Health. Time allocation for these additional responsibilities will need to be agreed with the line manager.

The post-holder will be required to practice 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.

The department is approved for training of Public Health Specialty Registrars. The post-holder will be expected to contribute actively to the training programme for Foundation Year Doctors/Specialty Registrars in Public Health as appropriate, and to the training of practitioners and primary care professionals within the locality.

Management Arrangements and Staffing

The post-holder will be managerially and professionally accountable to the Council via the Director of Public Health. Professional and management appraisals will be required. An initial job plan will be agreed with the successful candidate prior to that individual taking up the post. This job plan will be reviewed as part of the annual job planning process.

The post-holder will be required to provide line management for public health specialists, health promotion managers and other relevant public health staff. The post-holder will also be required to undertake training responsibilities of Public Health Specialty Registrars as required; this could include the design and delivery of training programmes for this area. IT support will be provided to the post-holder.

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Resources

The post will be a designated budget holder (ca £4m per annum) and contribute to the formulation and monitoring of service budgets and financial initiatives. The post will be required to influence the budget setting and commissioning of public sector finance within the Council and across the Integrated Care Board and other public sector organisations. Potential to influence budgets in excess of £100m.

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. Further amended in June 2015, and September 2018

Knowledge / Experience / Skills

	Essential	Desirable
Knowledge		
In-depth understanding of health and care system and relationships with both local & national government	X	
Strong and demonstrable understanding of interfaces between health, social care and key partners (dealing with wider determinants of health)	X	
Understanding of the public sector duty and the inequality duty and their application to public health practice	X	
High level of understanding of epidemiology and statistics, public health practice, health promotion, health economics and health care evaluation.	X	
Knowledge and understanding of implementing equality and diversity in commissioning and reviewing service delivery	X	
Demonstrable knowledge and understanding of the statutory, policy and strategic commissioning framework within which specialist services operate and their context within local government and the NHS as a whole	X	
Knowledge of methods of developing clinical quality assurance, quality improvement, evaluations and evidence based clinical and/or public health practice	X	
Understanding of social and political environment	X	
Experience		

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Delivery of successful change management programmes across organisational boundaries with an understanding and commitment to effective customer and community engagement, leading to service redesign and management change	X	
Media experience demonstrating delivery of effective health behaviour or health promotion messages		x
Experience of using complex information to explain public health issues to a range of audiences	X	
Significant experience of working successfully with Members and Directors on complex issues and the development of strategic direction		X
Track record of operating corporate projects and providing clear advice on policy options and policy development	X	
Demonstrable experience of partnership working, including the ability to influence, and where required, lead multi-agency projects and initiatives with particular reference to standard setting and whole service commissioning	X	
Project management skills	X	
Staff management, training and mentoring skills	X	
Budget and resource management skills	X	
Development of scientific publications, presentation of papers at conferences, seminars etc		X
Qualifications / Registrations / Certifications		
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. The only exception relates to public health registrars (trainees) on a GMC recognised UK training programme.	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	X	

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equivalent training and/or appropriate experience of public health practice		
Public health specialist registrar and specialist trainee 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. <i>Applicants going through the portfolio registration routes (GMC or UKPHR) are not eligible to be shortlisted for interview until they are included on the register. The six-month rule does not apply to these portfolio route applicants.</i> All other applicants must provide verifiable signed documentary evidence that they have applied for inclusion in the GMC/GDC/UKPHR specialist registers	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	
Masters in Public Health or equivalent		X
Skills		
Able to demonstrate and motivate organisations to contribute to improving the public's health and wellbeing through the application of public health principles within mainstream activities and resources, including the use of negotiation and conflict resolution skills	X	
Ability to design, develop, interpret and implement strategies and policies		
Analytical skills able to utilise both qualitative (including health economics) and quantitative information		
Strategic thinker with proven leadership skills and operational knowledge	X	
Excellent oral and written communication skills and presentation skills (including dealing with the media)	X	
Effective interpersonal, motivational and influencing skills	X	

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Ability to lead and manage appropriately in unplanned and unforeseen circumstances	X	
Computer literate including MS Office	X	
Ability to concentrate for long periods (e.g. analyses, media presentations)	X	
Ability and experience of undertaking training and mentoring	X	
Able to prioritise and achieve deadlines, adapting work as required whilst working well against a background of change and uncertainty, demonstrating a duty of care to others	X	
Commitment to team-working, and respect and consideration for the skills of others	X	
Self-motivated, pro-active, and innovative creative approach to service improvement and value	X	
High standards of professional probity	X	
Committed to diversity in service delivery and employment	X	

Working Conditions

Terms and Conditions of Service

This post will be appointed on Somerset Council terms and conditions.

On call arrangements

The post-holder will be expected to be on call for health protection and public health and to participate in the communicable disease and environmental hazards control and emergency planning arrangements for Somerset.

Indemnity

As the post-holder will only be indemnified for duties undertaken on behalf of Somerset Council the post-holder is strongly advised to ensure that he/she has appropriate professional defence organisation cover for duties outside the scope of the Somerset Council and for private activity within Somerset Council. For on call duties provided to other organisations as part of cross cover out of hours arrangements Somerset Council has confirmed that those organisations will provide indemnity for the post-holder. These arrangements may differ across the four countries.

Flexibility

The post-holder may, with their agreement - which should not reasonably be withheld - be required to undertake other duties which fall within the grading of the post to meet

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the needs of new and developing services. The employing organisation is currently working in a climate of great change. It is therefore expected that all staff will develop flexible working practices both within any relevant local public health networks and at other organisational levels as appropriate, to be able to meet the challenges and opportunities of working in public health within the new and existing structures.

Confidentiality

A consultant has an obligation not to disclose any information of a confidential nature concerning patients, employees, contractors or the confidential business of the organisation.

Public Interest Disclosure

Should a consultant have cause for genuine concern about an issue (including one that would normally be subject to the above paragraph) and believes that disclosure would be in the public interest, he or she has a duty of candour and should have a right to speak out and be afforded statutory protection and should follow local procedures for disclosure of information in the public interest.

Data protection

If required to do so, the post-holder will obtain, process and/or use information held on a computer or word processor in a fair and lawful way. The post-holder will hold data only for the specified registered purpose and use or disclose data only to authorised persons or organisations as instructed in accordance with the Data Protection Act.

Dimensions of the role

These are covered in the body of the job description

Working Arrangements

Somerset Council's Dynamic Working Strategy will be applied to this position.

Corporate Accountabilities

- Provide clear leadership to deliver the Council's strategic priorities and meet the Council's financial targets, as a member of the Directorates Senior Leadership Team.
- Update and advise Elected Members in respect of operational and policy issues in relation to the Public Health Services teams.
- Lead Public Health teams with a clear identity in terms of flexible and responsive ways of working, inclusive and diverse culture, and high level of employee engagement and wellbeing.
- Undertake representational and communication duties on behalf of the Council to promote and protect the Council's interests in matters concerning their specialist areas.

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- Function as an ambassador for the Council promoting, both internally and externally, the Council's vision, strategic aims, and values. • Value the diversity of Somerset's communities ensuring equality of access and treatment in service delivery and employment.
- Function as a role model for Somerset's vision and values. Promotes a culture of continuous improvement that encourages creativity and innovation to ensure services are efficient and develop the potential and flexibility across the Council and its workforce including the motivation and development of employees within the Public Health service teams.
- Ensure that all service place a high value on customer responsiveness by demonstrating a commitment to meeting and involving the broadest range of direct and indirect service users, citizens, customer, and communities.
- Support the delivery of the Council's key strategic aims and objectives ensuring understanding and commitment from staff from across the Public Health service.
- Keep abreast of specific statutory or regulatory duties contained within the role to ensure any challenges and opportunities in the delivery of services are responsive, compliant, and well communicated to customers, communities, and business as appropriate.
- Support Corporate and Directorate specific transformational change programmes with the aim of maximising efficiency, modernising services, and achieving better outcomes and opportunities for service users and customers.
- Ensure flexibility in reacting to the needs of the Council, its' customers and partners supporting a culture of continuous improvement.
- Ensure compliance with all relevant legislation, the Council's standards of conduct, organisational policy, and professional codes of conduct to uphold standards of best practise.
- Accountable for compliance with all relevant health and safety legislation and Somerset Council H&S policies

Date: June 2025

SHORTLISTING NOTES

Applicants in training grades

Medical and dental applicants

All medical/dental applicants must have Full and Specialist registration (with a license to practice) with the General Medical Council or General Dental Council (GMC/GDC) **or be eligible for registration within six months of interview.** Once a candidate is a holder of the Certificate of Completion of Training (CCT), registration with the relevant register is guaranteed.

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Applicants that are UK trained 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 demonstrated by a letter from their Training Programme Director (TPD).

Non-Medical Applicants in training programme

All non-medical applicants must be registered with the UKPHR or be within six months of registration at the date of the interview. Applicants must provide proof (letter of confirmation from their TPD or the CCT) at interview.

Applicants in non-training grades

Applicants that are non-UK trained, will be required to show evidence of equivalence to the UK CCT.

Applicants from a medical background will be expected to have gained full specialist registration with the GMC through the Certificate of Eligibility for Specialist Registration (CESR) route.

Applicants from a background other than medicine are expected to have gained full specialist registration with the UKPHR at the point of application.

Employers are advised that individuals should not take up consultant in public health posts (including DPH posts) until they have gained entry on to the appropriate register that is GMC or GDC or UKPHR Public Health Specialist Register. However, the employer should require evidence that they have joined the register before allowing an individual to take up a consultant post.

The above guidance applies to applications for both general and defined specialist registration with the UKPHR. Individuals with defined specialist registration are eligible for consideration for shortlisting for, and appointment to, consultant posts including those at DPH level. In all appointments, employers will wish to ensure that an applicant's areas of competence meet those required in the person specification.

Employers are advised that individuals should not take up consultant in public health medicine or consultant in public health posts (including DPH posts) until such point as they have gained entry to the GMC Specialist Register/GDC Specialist List in dental public health/UK Public Health (Specialist) Register. Although applicants will be able to provide documentary evidence that an application is in progress, no guarantee can be made as to the outcome of an application to the GMC/GDC/UKPHR specialist registers.

The above guidance applies to applications for both general and defined specialist registration with the UKPHR. Individuals with defined specialist registration are eligible for consideration for shortlisting for, and appointment to, consultant posts including those at DPH level. In all appointments, employers will wish to ensure that an applicant's areas of competence meet those required in the person specification.