

JOB DESCRIPTION

Job title: Consultant in Public Health
Grade: 12, plus market supplement
Directorate: Communities and Skills
Unit: Health, Education and Youth
Team: Health

Background:

Health is a precious asset, contributing to London's social, economic and environmental prosperity and vibrancy as well as the life chances of individuals and communities. London is home to 8.9 million people, or 16% of the English population, with one in four Londoners aged under 20 and a growing older population.

Good progress has been made in taking a 'Health in all policies' approach across the GLA group. Notable progress has been made in embedding health within London transport strategy (healthy streets), Environment strategy (air quality) and the London Plan, supported by dedicated public health specialist capacity within Transport for London and the Planning team.

The burden of COVID- 19 on Londoners has been heavy, and disproportionately impacted some groups. Reducing this impact, addressing health inequalities by working across the GLA group is critical to Transition and Recovery from COVID19 in London.

We want to embed health and wellbeing in all we do across the GLA, and this post will play a key role in leading and enabling this to happen. On behalf of the GLA, the postholder lead a portfolio of work to improve the health and wellbeing of Londoners, working closely with the Head of Health and wider team, the Mayor's Office, Deputy Mayors, as well as senior leaders and managers. This work will operate closely alongside the range of GLA functions, underpinned by the Mayor's statutory duty to develop a health inequalities strategy for London, and transition and recovery strategies and plans for the capital.

Strategic objectives

The strategic aim of the post is to improve health and wellbeing, and reduce health inequalities in London, so supporting the Mayor's Leadership role.

The strategic objectives are:

- To further embed a health in all policies approach within the GLA group, contributing to the transition and recovery from COVID19 in London, and improving health and wellbeing outcomes in London.
- To provide internal and external public health leadership in the areas of focus, developing key relationships and networks internally and externally.
- To provide and build public health expertise within the GLA group, including leading on a public health specialism (e.g. health intelligence, healthcare public health, health improvement).

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- To support the delivery of the London Health and Care Vision, taking responsibility for relevant commitments.

The postholder will:

- Provide technical public health advice in line with the full range of relevant competencies as set out by the Faculty of Public Health (see appendix 1). This includes evaluation techniques, policy analysis and translation and ability to communicate effectively with a range of stakeholders including politicians.
- Work with the Mayor's statutory and political health advisers to develop constructive relationships with the relevant Deputy Mayors and Mayoral Directors to inform and support the delivery of their statutory strategies and wider portfolios in a way that improves health and tackles health inequalities.
- Work collaboratively with partners provide public health system leadership across the London public health and care systems in the subject areas of focus and support the delivery of the Health Equalities strategy.
- Work in partnership across the GLA group, London Boroughs, a range of national government departments, NHS bodies and other partner agencies to advocate for and achieve change and improvement in the agreed areas of work, and influence national and local government, private sector, voluntary sector and community sector organisations that can impact on health.

The policy holder will have a portfolio which will include:

- Subject areas of focus, including population group/s and range of GLA activity, for health in all policies leadership.
- Support of a linked area of the COVID response, transition and recovery.
- Lead on an areas of specialist public health practice (e.g. public health intelligence, healthcare public health, health improvement) within the GLA.
- Lead on one or more themes of the health inequalities strategy, supporting ongoing development, implementation and review.
- Delivery of relevant elements of the London Health and Care Vision.
- Supervision of staff, specialist registrars, and other trainees or apprentices.
- Managerial and budgetary responsibility for projects and programmes, but also indirectly influence large scale budgets and programmes across the GLA and partners.

Principal accountabilities

The strategic responsibility of the postholder is to the Mayor's health advisers.

In delivering that responsibility the postholder is expected to demonstrate expertise across the full range of relevant competencies as set out by the Faculty of Public Health (as outlined in appendix one) and where required, take responsibility for resolving operational issues. In negotiation with the Head of Health (and/or the wider organisation), the postholder may be asked to take on responsibilities that are underpinned by any of the FPH competencies. Postholders will be expected to maintain both the general expertise as well as develop topic-based expertise as required by the Head of Health and will be expected to deputise for the them as and when required.

The range of duties expected of the postholder include:

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- Taking responsibility for a range of public health issues and work across organisational and professional boundaries, acting as a change agent and managing complexity to deliver improvements in health and wellbeing.
- Providing briefings on the health and wellbeing to politicians, GLA advisors and officers, the voluntary and community sector, the public and partners. Where required to do so, the postholder will provide verbal briefing to politicians, other colleagues and stakeholders in person which may be at short notice.
- Taking responsibility for development, implementation and delivery of policies and programmes. This will include taking the lead, and/or influencing the thinking of other organisations in developing detailed inter-agency and interdisciplinary strategic plans and programmes.
- Providing credible expert public health support and whole system leadership to ensure an evidence-based approach in improving health and wellbeing and reducing health inequalities, within and across a range of organisations including voluntary, public and private sector. This will include expertise in leading the strategic policy development of complex issues, appraisal of evidence, evaluation and development of appropriate outcome measures.
- Utilising (and if appropriate developing) information and intelligence systems to underpin public health action across disciplines and organisations. This may include providing leadership for collation and interpretation of relevant data and intelligence.
- Supporting the Head of Health in the development and implementation of robust strategies for improving the health and wellbeing of Londoners, including ensuring qualitative and/or quantitative measurements are in place to demonstrate improvements. This will include working with a wide range of partners at national, regional and local level.
- Providing a key GLA link to the research community, providing advice/support to colleagues and co-ordinating appropriate access to scientific information. The postholder will be expected to take part in relevant research networks and to influence research programmes of such networks, so that the research needs of the GLA are considered.
- Taking responsibility for the training obligations of the directorate, including becoming an accredited project Supervisor. These duties will be agreed jointly with the relevant Head of the School of Public Health.

Underpinning many of these duties are public health tasks such as;

- Prioritisation of public health opportunities for greatest health impact.
- Effective communication of complex concepts, science and data and their implications to a range of stakeholders with very different backgrounds.
- A capacity to apply the scientific body of knowledge on public health to the policies and services necessary to improve health and to formulate clear practical evidence-based recommendations.
- The understanding of human and organisational behaviour and the application of this knowledge to the achievement of change.
- Inspire commitment to public health outcomes and to prevention as a core feature of public sector reform.

The postholder will be professionally accountable to the employing authority and managerially accountable to the employing authority via their line manager, usually the Head of Health. Professional appraisal will be required. An initial job plan will be agreed with the successful candidate prior to that individual taking up the post based on the draft job plan attached. This job plan will be reviewed as part of the annual job planning process.

Professional obligations

The postholder will be expected to:

- Participate in the organisation's staff appraisal scheme and quality improvement programme, and ensure appraisal and development of any staff for which s/he is responsible
- Contribute actively to the training programme for Foundation Year Doctors/ Specialty Registrars in Public Health and GLA trainees as appropriate, and to the training of practitioners and primary care professionals within London.
- 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 another specialist register as appropriate. In agreement with the DPH, contribute to the wider public health professional system.
- In agreement with the Head of Health contribute as an appraiser to the professional appraisal system or as a mentor.
- 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
- Contribute to professional leadership within the health and care system in London.
- To foster scientific integrity, freedom of scientific publications, and freedom of debate on health matters, to promote good governance and open government.
- Public health practice must be carried out within the ethical framework of the health professions.
- Maintain effective, courageous, and responsible public health advocacy

These professional obligations will be reflected in the job plan. The post-holder may also have external professional responsibilities, e.g. 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 employer will support the postholder by:

- Providing opportunities for effective continuing professional development, and access to up to date research and relevant knowledge.
- Ensuring they can maintain their professional registration and undergo professional revalidation.
- Support regular and appropriate opportunities for professional education, training and development.

Personal Qualities

The achievement of public health outcomes and the successful pursuit of change are the purpose of the job and the metric against which performance will be assessed. The strategic objective of the post is to improve health and wellbeing, and reduce health inequalities in London, so supporting the Mayor's Leadership role.

The postholder will deal with complex public health and wellbeing challenges in a multi-organisational environment with widely differing governance and finance system and organizational cultures. It is expected that the postholder will be able to cope with such

circumstances as well as multiple and changing demands, and to meet tight deadlines. A high level of intellectual rigour, political awareness and negotiation and motivation skills as well as flexibility and sensitivity are required. The post holder will advise the Mayor, Assembly and GLA group regarding policy and programmes, Londoner's care and wider determinants of health and therefore a high level of tact, diplomacy and leadership is required including the ability work within a political environment and at the same time maintain the ability to challenge and advocate for effective working and on specific issues in order to achieve public health outcomes.

Key contacts

Accountable to: Head of Health

Accountable for: Principal contacts: Mayor, Mayor's Advisors, Assembly, Senior Managers and staff within the Authority and the GLA family, Directors of Public Health, London region PHE, NHSE London region, Senior Officers and elected members in Local Authorities, Academic institutions, third sector and other public and private sector organisations.

Political Restriction

This job is 'politically restricted' under the Local Government and Housing Act 1989

Reasonable adjustment

Reasonable adjustment will be made to working arrangements to accommodate a person with a disability who otherwise would be prevented from undertaking the work.

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PERSON SPECIFICATION CRITERIA

Education/Qualifications	<i>Essential</i>	<i>Desirable</i>
<p>Inclusion in the GMC Full and Specialist Register with a license to practice/GDC Specialist List (or be eligible for registration within six months of interview) or</p> <p>Inclusion in the UK Public Health Register (UKPHR) for Public Health Specialists (or be eligible for registration within six months of interview)</p>	X	
<i>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</i>	X	
Public health specialty registrar 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; all other applicants must provide verifiable signed documentary evidence that they have applied for inclusion in the GMC/GDC/UKPHR specialist registers <i>[see shortlisting notes below for additional guidance]</i>	X	
<p>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</p> <p>If an applicant is non-UK trained, they will be required to show evidence of equivalence to the UK CCT <i>[see shortlisting notes below for additional guidance]</i></p>	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
Knowledge		
In depth understanding of the health and care system and the relationships with both local national government	X	
In depth knowledge of methods of developing clinical quality assurance, quality improvement, evaluations and evidence based public health practice	X	
Understanding of the public sector duty and the inequality duty and their application to public health practice	X	

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Personal qualities		
Ability to work with different organisational cultures, environments, governance and finance systems.	X	
Ability to cope with multiple and changing demands, meeting tight deadlines.	X	
Ability to act with a high level of tact and diplomacy, maintaining the ability to challenge and advocate on public health outcomes, whilst maintaining credibility and relationships.	X	
Experience		
Delivery of successful change management programmes across organizational boundaries	X	
Experience of successfully working in a political environment and commitment to work within a political system irrespective of personal political affiliations	X	
Experience of leading teams, and delivering in partnership working across a range of organisations	X	
Experience of influencing senior members including directors and CEOs	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, with credibility and conviction leading to change	X	
Skills		
Strategic thinker with proven leadership skills and operational nous	X	
Able to demonstrate and motivate organisations to contribute to improving the public's health and wellbeing through mainstream activities and within resources	X	
Ability to lead and manage the response successfully in unplanned and unforeseen circumstances	X	
Analytical skills able to utilize both qualitative (including health economics) and quantitative information	X	
Ability to design, develop, interpret and implement strategies and policies	X	

APPENDIX ONE

GLA Behavioural competencies

This job description and person specification has been designed to comply with the requirements of the Faculty of Public Health and the GLA behavioural competencies which form part of the GLA's performance development approach. Please see competencies below for information.

PLANNING AND ORGANISING

Level 4 effective indicators

- Takes accountability for monitoring delivery of GLA's commitments
- Uses quality assurance processes across the organisation as a feedback mechanism to improve performance
- Takes responsibility for ensuring tools and techniques are available for the effective management of programmes
- Realigns GLA objectives to respond to changing external and internal agendas
- Uses feedback from all sectors as a performance measure for GLA work

COMMUNICATING AND INFLUENCING

Level 4 effective indicators

- Articulates self with credibility and conviction, encouraging buy-in to corporate position
- Influences the thinking of other organisations, encouraging them to deliver in line with the GLA
- Ensures that the organisation communicates inclusively with staff and external stakeholders
- Acts as a credible and convincing spokesperson and negotiator for the GLA
- Instils a corporate commitment to accessible communication

STRATEGIC THINKING

Level 4 effective indicators

- Develops a positive and compelling vision of London's future potential, demonstrating confidence in the strategic direction of the GLA
- Translates an understanding of the complex and diverse threats and issues facing London into positive action
- Proactively involves partners in strategic thinking, incorporating their views into plans and working with them to align strategic priorities
- Sets organisational priorities by identifying where time and investment is most needed
- Generates and leads strategic initiatives that reflect the GLAs position as a regional authority

PROBLEM SOLVING

Level 4 effective indicators

- Seeks multiple perspectives to understand the breadth and depth of complex issues

- Produces strategies to solve organisation-wide problems, considering the practical and political concerns associated with the implementation of solutions
- Enables the GLA to continually improve and innovate in the long term
- Problem solves jointly with others to stimulate innovation
- Turns ambiguous or difficult situations into opportunities

RESEARCH AND ANALYSIS

Level 4 effective indicators

- Exchanges ideas and knowledge with partners, subject-matter experts, and senior stakeholders to foster new research agendas and derive insights for GLA
- Takes accountability for the quality of intelligence that research and new policy are based on.
- Encourages new and innovative insights from analysis
- Evaluates the feasibility and cost effectiveness of research proposals, stringently assessing whether the research will add real value
- Encourages research with a highly practical focus and maximum impact for Londoners.

RESPONDING TO PRESSURE AND CHANGE

Level 3 (all effective indicators)

- Clarifies direction and adapts to changing priorities and uncertain times
- Minimises the pressure of change for the directorate, lessening the impact for the team
- Uses change as an opportunity to improve ways of working, encouraging others' buy-in
- Keeps staff motivated and engaged during times of change, promoting the benefits
- Takes ownership for communicating change initiatives clearly, ensuring smooth implementation

MANAGING AND DEVELOPING PERFORMANCE

Level 3 (all effective indicators)

- Motivates and inspires others to perform to their best, recognising and valuing their work and encouraging them to learn and reflect
- Sets clear direction and expectations and enables others to interpret competing priorities
- Agrees and monitors challenging, achievable performance objectives in line with GLA priorities
- Manages performance issues effectively to avoid adverse impact on team morale and performance
- Promotes a positive team culture that respects diversity and deals with barriers to inclusion

ORGANISATIONAL AWARENESS

Level 4

- Focuses on the needs of Londoners, promoting organisational awareness of how they impact on the GLA.

- Anticipates and responds appropriately and professionally to political pressure, inspiring confidence and trust from politicians.
- Shapes senior stakeholders' perceptions of the GLA, using their influence to support the GLA agenda.
- Influences Londoners' perceptions of the GLA, using the Media where appropriate
- Leads the organisation by setting the highest standard in upholding integrity and ethical behaviour

RESPONSIBLE USE OF RESOURCES

Level 3 (all effective indicators)

- Allocates financial and people resources efficiently to maximise value for team and wider organisation
- Thinks in terms of maximum efficiency when planning resource allocation
- Implements good practice on efficient use of resources
- Monitors financial performance and efficiency of own team, ensuring delivery of work within budget
- Negotiates and manages contracts responsibly across a diverse supplier base

DECISION MAKING

Level 3 (all effective indicators)

- Makes sound decisions quickly on behalf of the GLA when a situation requires intervention
- Takes responsibility for team decisions, providing rationale when those decisions are questioned
- Involves senior stakeholders early in decisions that impact them
- Analyses organisational risks associated with decisions, including those with long term impacts, before committing to action
- Encourages others in the team to make decision in their own area of expertise, take appropriate risks and learn from experience

APPENDIX TWO

Faculty of Public Health competencies (taken from the 2015 PH Specialty Training Curriculum)

Use of public health intelligence to survey and assess a population's health and wellbeing: to be able to synthesise data into information about the surveillance or assessment of a population's health and wellbeing from multiple sources that 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 and behaviours influencing health at a system, community and individual level.

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.

Health and Care Public Health: to be able to improve the efficiency, effectiveness, safety, reliability, responsiveness 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.