

## Director of Public Health

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**Department:** Strategic Policy, Planning and Performance

**Division:** Public Health

**Reports to:** Director General of Strategic Policy, Planning and Performance

### Job purpose

The Director of Public Health is the principal adviser on all public health matters to the Council of Ministers, senior officers and system partners, with a leadership role spanning health improvement, health protection (including emergency response), public health input to health and care service planning and commissioning, and the reduction of health inequalities. The post will undertake the statutory role of *Inspecteur Médical* and will support the introduction of a new public health law in 2021 to update the existing *Loi (1934) sur la Santé Publique*.

The post-holder will be trained, accredited, and registered in specialist public health. As the first Director of Public Health for Jersey, replacing a Medical Officer for Health model, they will establish and lead a newly expanded Public Health Function for the Government of Jersey. As a member of the Government's senior leadership team, the post-holder will work collaboratively with colleagues across the Island on all public health matters, encouraging a learning culture focused upon evidence, improvement and high performance.

### Job-specific outcomes

In delivering the outcomes described below, the post-holder is expected to demonstrate a high level of expertise in the UK Faculty of Public Health competencies and the person specification.

Be the visible lead officer and principal adviser on public health to the Chief Minister and Minister for Health and Social Services, the wider Council of Ministers, States Assembly, senior officials, community and partners.

Operate strategically as a member of the senior leadership team and across the Government of Jersey, influencing policy and practice. Champion the health and wellbeing framework to ensure all activity undertaken by the Government of Jersey takes account of the need to reduce health inequalities. Be accountable for updating the Framework, and its delivery, both where the post-holder has direct responsibility for delivery functions and where required to deliver through partnerships with others.

Oversee the health protection system for Jersey and provide independent professional assurance that it is fit for purpose, ensuring that Islanders are protected from threats to their health from infectious diseases, environmental and other public health hazards. Work in partnership with the Consultant in Communicable Disease Control (CCDC), a specialist consultant microbiologist or infectious disease consultant who also exercises relevant public health statutory functions, and with Environmental Public Health colleagues.

Design, commission, and/or deliver interventions which are evidence-based, effective, provide value for money, and meet appropriate quality and safety standards. Utilise public health resources imaginatively and cost-effectively across all domains of public health activities in order to improve the health and wellbeing of Islanders and to reduce inequalities in health outcomes. Deliver an

independent annual strategic needs analysis and report on the health and wellbeing of Islanders for publication by the Government of Jersey.

Deliver a whole-Island and long-term approach to enhance decision making on public health. Undertake horizon scanning, scenario planning, networking and a rolling programme of projects to develop a vision of how Jersey can meet future challenges. Take a fresh look at issues, particularly those not on the immediate political and administrative radar and/or those which do not sit neatly within departmental boundaries, and consider how Jersey might innovate and respond to them.

Act as a leader across the Jersey system, influencing change and enabling a culture of continuous improvement in public health and wellbeing, innovation and evaluation. Collaborate with clinicians, Parishes, voluntary and community organisations to ensure all of Jersey's communities benefit from population health and care programmes.

Build strong relationships and networks by representing Jersey in inter-jurisdictional fora. Develop strong links across jurisdictions, industry / business and other key stakeholders, including the public and their representatives. Work closely with Channel Islands and Crown Dependencies counterparts, maintaining successful partnerships and joint working.

Engage regularly with the media, providing high quality, responsive and accurate briefings. Drawing on the support of the Government communications function, be accountable for the effective delivery of public health communications.

Manage the Public Health Function, with responsibility for ensuring that the function has the skills and capacity it needs now and in the future. Provide professional leadership, ensuring the Public Health Function is staffed by qualified and up-to-date public health specialists, and robust succession plans are in place. Manage the budget allocated to the function. Lead the surveillance, monitoring and evaluation of health and wellbeing, and inequalities in health outcomes.

### Statutory responsibilities

Active engagement, participation and compliance with any other statutory responsibilities applicable to the role, as amended from time to time. This may include but is not limited to the:

- Loi (1934) sur la Santé Publique, including acting as *Inspecteur Médical*
- Food Safety (Jersey) Law 1966
- Public Health and Safety (Rented Dwellings) (Jersey) Law 2017
- Statutory Nuisances (Jersey) Law 1999
- Public Health (Vessels and Aircraft) (Jersey) Law 1950
- Drainage (Jersey) Law 2005
- Burials and Exhumations (Jersey) Law 2004
- Health Insurance (Jersey) Law 1967
- Misuse of Drugs (Jersey) Law 1978
- Notifiable Diseases (Amendment No. 2) (Jersey) Order 2020.

This role is politically restricted. The job holder is not permitted to undertake political activity involving standing for election to the Assembly or as a Parish Constable, or publicly supporting someone who is standing for election or playing a public part in any political manner.

## Services

- Public health strategy, policy and implementation
- Annual strategic needs assessment
- Health protection system, as part of overall emergency planning and response system
- Public health interventions to improve the health and wellbeing of Islanders and to reduce inequalities in health outcomes
- Early intervention and prevention as part of the Jersey Care Model
- Long-term public health planning to secure the wellbeing of current and future generations of Islanders, including horizon scanning and scenario planning

## Organisational structure



## Core leadership accountabilities

Ministerial relationships	Provide guidance and support to Ministers, translating their political visions and priorities into coherent initiatives that will deliver their intended outcomes
Finance and performance	Be responsible for significant delegated budget and resources ensuring that they are allocated effectively for the delivery of intended outcomes in a manner which demonstrates values for money and compliance with relevant policies and guidelines
Corporate parent	Be responsible for providing the best possible care and safeguarding of children and vulnerable adults in the Island, by creating collaborative, efficient, and joined up public services where children and vulnerable adults can flourish in a healthy, safe educational and social environment.

Customers and Islanders	Ensure that there is a clear and consistent focus across the organisation and its partners on delivering inclusive and an outstanding customer service experience to all customer and Islanders
People management	Provide strong and inspirational leadership, promoting a culture of high performance, continuous improvement and innovation. Be responsible for optimising workforce capability, ensuring fair and transparent approaches to support talent management and resourcing decisions that promotes diversity and inclusivity. Develop workforce plans that deliver the capability and capacity required to meet current and future business requirements
Jersey Standard	To be responsible for creating the Jersey Standard. A performance and service excellence framework for the Government of Jersey
Partnership	Develop effective internal and external partnerships and collaborative working to achieve the strategic vision of One Island, One Community, One Government, One Future. Act as a positive ambassador for the Island and the Government of Jersey.
Governance, compliance and organisational reputation	Provide assurance that strategic decisions are being made in accordance with governance arrangements, relevant legislation with particular reference to Jersey Laws, statutory requirements and policy and operate within an acceptable level of risk. Lead by example and behave in accordance with the code of conduct, carrying out duties within profession good practice and legal standards.

### Executive traits and behaviours

Make the right impact	Inspires others, is visible, adaptive, authentic and engenders trust
See things through	Demonstrates courage, takes responsibility, is resilient and tenacious
Move at pace	Learns quickly, is curious, agile and innovative
Makes things happen	Thinks strategically, acts tactically, creates social value through commercial approach

### Creating conditions for success

Builds powerful relationships	Achieves through influence not control, promotes teamwork and partnership
Builds and sustains effective alliances	Forges dynamic alliances with others to provide world class services
Creates capability	Successfully leads team, realises potential, creating a learning environment where talent thrives
Creates a successful team Jersey culture	Works corporately to create cohesion, breaks down silos and achieves through common goals

Generates ambition	Sets the highest performance and ethical standards, hold people to account
Delivers transformation	Articulates a clear vision, wins hearts and minds and takes balanced risks

## Person Specification

### Specific to the role

- Inclusion in the GMC Specialist Register with a license to practice/GDC Specialist Register/UK Public Health Register (UKPHR) for Public Health Specialists. If included in the GMC Specialist Register/GDC Specialist Register in a specialty other than public health medicine/dental public health, must have equivalent training and/or appropriate experience of public health medicine practice.
- Demonstrable experience of working in a senior role in a highly sensitive political environment and evidence of the ability to influence, challenge and negotiate with a wide range of stakeholders to enable the delivery of actions and results that support the strategic direction required by the Council of Ministers.
- Excellent presentation and communication skills to communicate complex, sensitive or contentious information and to engage with a wide range of audiences (including dealing with the media) with credibility and presence.
- Strong strategic thinking capability, supported by proven ability to utilise advanced knowledge, experience and judgement to analyse and interpret highly complex and multifaceted problems and to generate practical policy and strategic solutions.
- Knowledge and understanding of approaches to partnership working and cultural change and mechanisms for stakeholder engagement and co-production to ensure collective understanding and buy-in to strategic change.
- Demonstrable knowledge and experience of organisational and political process with an ability to lead with agility across a broad range of high-profile matters whilst maintaining a clear sense of purpose.

### Generic to senior leaders

Demonstrate significant experience of working in a senior role in a political environment and evidence of the ability to challenge and negotiate with a wide range of stakeholders.

Demonstrate knowledge and understanding of the challenges that the Government of Jersey faces, matched with an understanding of the policy and governance requirements for the department accountabilities within the role.

Demonstrate a proactive, credible and authoritative voice on behalf of the Island with evidence of successful lobbying of senior government figures and counterparts, and other influential stakeholders.

Ability to build and develop strategic relationships, influencing and negotiating with a wide range of stakeholders and partners to achieve outcomes.

Demonstrable track record of leading, motivating and managing teams to achieve high-performing and significant sustainable service improvements and outstanding results, within agreed budgets to meet agreed targets and strategic objectives, within an organisation of a comparable scope and complexity.

Experience of developing and sustaining a culture that meets the needs of and engages with customers and staff within an inclusive, open and high-performing environment.

Demonstrable evidence of applying creative and business-like approaches to managing demand for services to deliver cost-effective and efficient outcomes.

Demonstrate the capability and capacity for critical thinking and ability to apply this insight in a practical and engaging manner.

Qualified to degree level or equivalent qualification or relevant experience.