

Job Title: Deputy Director in Public Health/Consultant in Public Health

Department	Strategic Policy, Planning and Performance
Section	Public Health Directorate
Reports to	Director of Public Health
JE Ref	

Job purpose

The post holder will be embedded in the Government of Jersey Public Health Directorate within the Strategic Policy, Planning and Performance Department, with a work programme agreed by Director of Public Health and will work effectively across directorates, teams and disciplines in the Government of Jersey. These specific responsibilities of the portfolio are subject to change within the overall structure of the Public Health Directorate, but this post is expected to have lead responsibility for Health Protection, Health Improvement, Behaviour Change, Children's and Families, Substance Misuse and Public Health for Prisons.

The Consultant in Public Health will have strategic responsibility for the entire public health function, deputising for the Director of Public Health across the public health domain, including: overseeing, coordinating and deliver of high quality professional public health input, support and advice to the Government of Jersey Health Service, drive improvements in outcomes and reduction in health inequalities across the population with particular regard for designing and driving preventative health through the Jersey Care Model; population health management, as well as providing expert public health advice regarding the wider determinants of health, (public health aspects of the built and natural environment and employment, housing and food poverty) Mental Health and Dental Health.

Please note: the postholder will be expected to demonstrate expertise in the full range of relevant competencies for a Consultant in Public Health/Public Health Medicine as set out by the Faculty of Public Health. The postholder will be jointly accountable for the governance of the directorate with the Director of Public Health.

Job specific outcomes

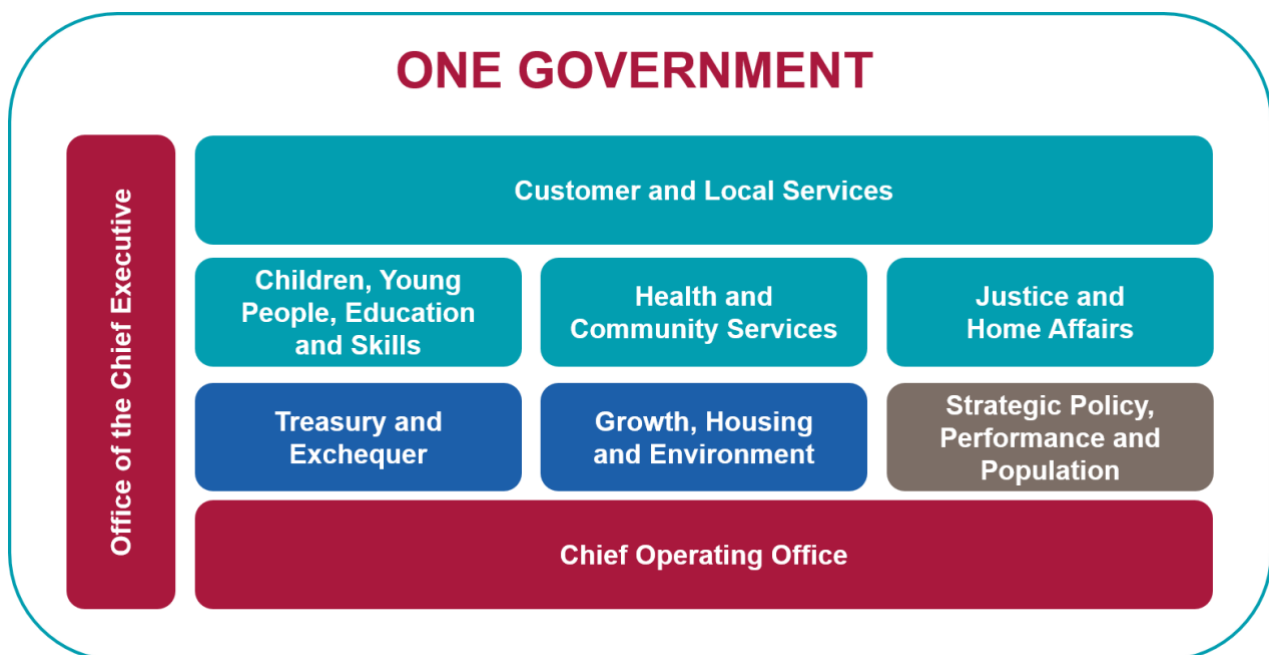
1. Leadership, management and oversight of the health protection function, including assuming overall responsibility for the management of incidents and outbreaks of infectious disease, non-infectious environmental hazards and chemical incidents in collaboration with Environmental Health directorate and be responsible for the delivery of Health Protection responses.
2. Play a key role in developing, shaping and assuring the health protection function, which may include managing individuals and teams, working closely with partners, and ensuring delivery of high-quality surveillance, response and support systems.

3. Direct the public health programme of work on Health Improvement/ Behaviour change (tobacco control, healthy weight, physical activity etc), acting as a change agent to enable delivery of relevant outcome indicators from the public health frameworks as well as exploring other relevant routinely collected data systems for suitable indicators. The postholder will also be expected to work across organisations, be able to influence budgets held by those organisations as well as advocate for change effectively, taking a lead in the proactive development and contribution to key relationships with a wide range of individuals and stakeholders and taking responsibility for the maintenance of professional networks relevant to role.
4. Support the Director of Public Health in the development and implementation of robust strategies for improving the health and wellbeing of local communities, being a key Government link to the Health Service and public health research community, providing advice/support to colleagues and co-ordinating appropriate access to scientific information.
5. Ensure development and maintenance of systems and processes to enable the Government of Jersey to work with partners to respond to major incidents including health protection threats; ensuring partner organisations have appropriate mechanisms to enable surge capacity to be delivered as and when required.
6. Take joint strategic responsibility for development, implementation and delivery of policies and whole system leadership to ensure an evidence-based approach for commissioning and developing high quality equitable services, within and across a range of organizations, utilising information and intelligence systems to underpin public health action.
7. To lead work across all Government directorates as well as influencing partnership boards (dealing with health determinants) to maximise health improvement opportunities and the reduction of inequalities in health outcomes amongst Islanders. This will include using the Health & Wellbeing Outcome Frameworks as well as exploring other relevant routinely collected data systems for suitable indicators.
8. Lead the development of needs assessment and defining of priorities to ensure population health improvement is achieved within available resources.
9. Lead on the strategic work to optimise value for the Health Care Service to provide cost effective, evidence-based solutions through health economics advice
10. Contribute strategically to the development and maintenance of effective systems for the surveillance of communicable disease and environmental hazards
11. Contribute to research activity to complement the health protection evidence base and where agreed, to lead research projects; deliver appropriate teaching activities, and contribute to training programmes where relevant (if possible becoming an Educational Supervisor on behalf of the Faculty of Public Health).
12. Support patient and public engagement through insight and community approaches to engagement.

Statutory responsibilities

The delivery of the statutory duty of the Government to take the steps it considers necessary to improve the health of its communities.

Organisational structure



Person Specification

Specific to the role

Describe the knowledge, skills, experience, and qualifications required to perform the job to a satisfactory standard.

It is important to convey what the job requires, rather than what an individual might have, as these may be different. For example, you may have a postgraduate level qualification, however, an A' Level standard qualification is the requirement for the job.

ATTRIBUTES	ESSENTIAL	DESIRABLE
<p>Qualifications <i>Please state the level of education and professional qualifications and / or specific occupational training required.</i></p>	<ul style="list-style-type: none"> • Inclusion in the GMC Specialist Register/GDC Specialist List/UK Public Health Register (UKPHR) for Public Health Specialists (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 medicine practice.) • 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 	<p>Suitable experience as a public health specialist, including evidence of delivery across all public health domains, teams management and evidence of having led teams to deliver tangible outcomes.</p>

<p>Knowledge <i>This relates to the level and breadth of practical knowledge required to do the job (e.g. the understanding of a defined system, practice, method or procedure).</i></p>	<ul style="list-style-type: none"> • Member of the Faculty of Public Health, by exemption or by assessment • In depth understanding of the health and care system and the relationship with government at all levels • In depth knowledge of methods of developing clinical quality assurance, quality improvement, evaluations and evidence based public health practice • Strong and demonstrable understanding of interfaces between health, social care and key partners (dealing with wider determinants of health) 	<ul style="list-style-type: none"> • Knowledge of the Government of Jersey health system • Master's degree in public health
<p>Technical / Work-based Skills <i>This relates to the skills specific to the job, e.g. language fluency, vehicle license etc.</i></p>	<ul style="list-style-type: none"> • Delivery of successful change management programmes across organizational boundaries • Experience of using complex information to explain public health issues to a range of audiences 	<ul style="list-style-type: none"> • Media experience demonstrating delivery of effective health behaviour or health promotion messages

<p>General Skills/Attributes <i>This relates to more general characteristics required to do the job effectively, e.g. effective written communication skills, ability to delegate, motivation or commitment etc.</i></p>	<ul style="list-style-type: none"> • Strategic thinker with proven leadership skills and operational nous • Able to demonstrate and motivate organisations to contribute to improving the public’s health and wellbeing through mainstream activities and within resources • Ability to lead and manage the response successfully in unplanned and unforeseen circumstances • Analytical skills able to utilize both qualitative (including health economics) and quantitative information • Strong and demonstrable understanding of interfaces between health, social care and key partners (dealing with wider determinants of health) • Able to influence senior members including directors and CEOs • Able to both lead teams and to able to contribute effectively in teams led by junior colleagues • Ability to work within a political system irrespective of personal political affiliations 	
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<p>Experience <i>This is the proven record of experience and achievement in a field, profession or specialism. This could include a minimum period of experience in a defined area of work if required by an external body (for example a period of post-qualification experience).</i></p>	<ul style="list-style-type: none"> • Applicants must meet minimum CPD requirements (i.e. be up to date) in accordance with Faculty of Public Health requirements or other recognised body 	
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Personal Attributes

Appointees to this role will be required to adhere to and perform their duties in line with the standards identified in the States of Jersey tier ?? core accountabilities attributes and behaviour indicators.

Additional job information

The following sections are included to ensure that a complete picture of the job can be gained for job evaluation purposes. The requirements of the job are summed up in the preceding sections; nothing in the following sections should sit at odds with the earlier information. The Additional job information section will be removed once the job has been evaluated.

Contextual Information

Communication and Relationships

Tell us about the skills required by a typical post-holder to communicate, establish and maintain relationships and gain the cooperation of others. Let us know the skills required to motivate, negotiate, persuade, make presentations, train others, empathise, communicate unpleasant news sensitively and provide counselling and reassurance. You should also include any difficulties involved in exercising these skills.

Able to both lead teams and to able to contribute effectively in teams led by junior colleagues.

Communicate key information to colleagues, politicians and other stakeholders to ensure they are fully informed to act and make decisions.

Able to communicate effectively with a variety of individuals by providing the right information, clearly. Experience of using complex information to explain public health issues to a range of audiences

Able to communicate clearly and compassionately with health service users.

Able to negotiate across organisational boundaries to achieve the best outcome in a collaborative way.

Able to train others in public health specialist knowledge and practice.

Able to explain the requirement for a new public health function for Jersey to those who may not understand or appreciate the work being undertaken.

A high level of tact, diplomacy and leadership is required including the ability work within the local political 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.

Able to influence private sector, voluntary sector and community sector organisations that can impact on health and influencing the attitudes and behaviour both of professionals and of the population generally.

Analytical Skills

Please describe the analytical and judgemental skills required to fulfil the requirements of the job.

Consider any requirements for analytical skills to diagnose a problem or situation, or to understand complex situations or information, and judgemental skills to formulate solutions and recommend/decide on the best course of action.

Analytical skills able to utilize both qualitative (including health economics) and quantitative information.

Able to critically appraise evidence to inform policy and practice, identify evidence gaps with strategies to address these gaps.

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.

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.

Planning & Organisation

Please tell us about the planning and organisational skills required to fulfil the job responsibilities. You should include a description of the skills required for activities such as planning or organising services, departments, rotas, meetings, conferences, events and for strategic planning. Please reference the complexity and degree of uncertainty involved in these activities. Include details of the length of typical planning horizons.

The postholder will deal with complex public health and wellbeing challenges in a multi-organisational environment with widely differing governance and finance system and organisational 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.

The postholder 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.

Physical Skills

Tell us about any physical and sensory skills, hand-eye co-ordination, dexterity, manipulation and/or requirements for speed and accuracy, keyboard and driving skills required by the role Include the reason it is needed, and how frequently it is used. Please ensure that this information is in line with the Person Specification.

Proficient use of PC/Laptop, keyboard and mouse.

Policy and Service Development

Tell us about any responsibilities of the job for development and implementation of policy and/or services. Let us know the nature of the responsibility and the extent and level of the jobholder's contribution to the relevant decision-making process, for instance, making recommendations to decision makers. Also, tell us whether the relevant policies or services relate to a function, department, division, directorate, the whole trust or employing organisation, or wider than this; and the degree to which the responsibility is shared with others.

Leads the development of key public health policies within high profile work areas across multiple departments and disciplines, making recommendations to decision-makers.

Under the supervision of the Director of Public Health, will make a major expert contribution to the creation of Jersey's Public Health function.

Refers to and complies with Policy, Legislation and internal working processes and standards.

Financial and Physical Resources

Include any financial sums important to the job and briefly explain the job's active involvement (e.g. payments processed, budgets monitored, budgets managed, procurement and/or contract values, how much the job may spend, efficiency savings etc.). If this feels difficult to answer because amounts vary across teams, then include for each team, or state a range.

Let us know of any physical assets (including clinical, office and other equipment; tools and instruments; vehicles, plant and machinery; premises, fittings and fixtures; personal possessions of patients/clients or others; goods, produce, stocks and supplies).

Please describe the nature of the responsibility clearly (e.g. careful use, security, authorised signatory, maintenance, budgetary and ordering responsibilities); the frequency with which it is exercised; the value of the resources; and the degree to which the responsibility is shared with others.

The postholder working with the DPH will be expected to make best use of both public health department resources as well as influence the resources across the Government as a whole. There are relevant budget management responsibilities associated with the commissioned services internal and external to Government.

Staff Management

Let us know about any responsibilities of the job for management, supervision, co-ordination, teaching, training and development of employees, students/trainees and others in an equivalent position.

Include work planning and allocation; checking and evaluating work; undertaking clinical supervision; identifying training needs; developing and/or implementing training programmes; teaching staff, students or trainees; and continuing professional development (CPD). It also includes responsibility for such personnel functions as recruitment, discipline, appraisal and career development and the long-term development of human resources. The nature of the responsibility of the responsibility is more important the precise numbers of those supervised, co-ordinated, trained or developed.

Deputises for the Director of Public Health as head of the Public Health Directorate.

Will have significant staff management responsibility within the Public Health function and take part in developing the team structure.

Contributes actively to the training programme for Foundation Year Doctors/ Specialty Registrars in Public Health and Government management trainees as appropriate, and to the training of practitioners and primary care professionals locally.

In agreement with the DPH, contribute to the wider the public health professional system by becoming an appraiser for a specified period of time.

Contributes to medical professional leadership within the health system.

Information Resources

Tell us about any specific responsibilities of the job for information resources (e.g. computerised; paper based etc.) and information systems (both hardware and software e.g. HR or medical records).

Let us know about the nature of the responsibility (security; processing and generating information; creation, updating and maintenance of information databases or systems) and the degree to which it is shared with others.

Obligation to use Government of Jersey information resources in line with information security policies. Accessing and contributing to databases, including sensitive personal and medical information.

Freedom to Act

Please tell us about the context in which the job operates, illustrating the extent to which a typical post-holder would have accountability for their own actions and those of others, to use own initiative and act independently; and the discretion given to the jobholder to take action. Consider supervisory/managerial control; instructions, procedures, practices and policies; professional, technical or occupational codes of practice or other ethical guidelines; the nature or system in which the job operates; the position of the job within the organisation; and the existence of any statutory responsibility for service provision.

Significant leadership role, with delegated responsibility for the Directorate on frequent occasions. Works independently and efficiently using own initiative to prioritise and process a continuous workload. Offering guidance and support to team members. Creating new processes, procedures and policies with minimal supervision. Develops professional best practice examples and trains others, within the ethical framework of the health professions. Maintains effective, courageous, and responsible public health advocacy.

Physical Effort

What level of physical effort (e.g. normal office work, lifting, pushing, pulling, applying force etc.) is required, including approximate weights, for what reason and how frequently is it required.

Normal office work. May also be required to work in clinical environments.

Mental Effort and Concentration

Describe the type and extent of tasks that require concentration. E.g. the period and continuity. This might include practical tasks including driving, and desk-based work.

Requires high level of intellectual rigour and concentration when carrying out complex analytical work over a long period of time. Must be able to deal calmly with a responsive approach to sudden and sometimes multiple demands. Inevitable changes in pace and direction.

Emotional Effort

Describe the nature, level and frequency of emotional circumstances the job directly encounters. The test is not whether a specific person is upset by what happens as a regular part of the job, it is whether any reasonable person would become upset.

Can work with highly distressed or unwell health and preventative service users. May encounter difficult scenarios relating to physical and mental ill health. May be verbally attacked or criticised in the line of their work.

Working Conditions

*Tell us about the nature, level, frequency and duration of demands arising from inevitably adverse environmental conditions (such as inclement weather, extreme heat/cold, smells, noise, and fumes) and hazards, which are unavoidable (**even with the strictest health and safety controls**), such as road traffic accidents, spills of harmful chemicals, aggressive behaviour of patients, clients, relatives, carers.*

Exposure to unpleasant working conditions or hazards is rare.

May encounter aggressive behaviour from patients, relatives or clients of other services.

May be required to work in areas with high infection risk (subject to appropriate infection controls).

Any other information

Include any information that you believe is important to ensure that we have a sound understanding of the role that is not included anywhere else in the form.

This role is usually graded as NHS Agenda for Change Scale 9.

Organisation chart

Post-holder's agreement of job content (if appropriate/BAU)

Sign and date:

Print name:

Line Manager's agreement of job content

Sign and date:

Print name:

**Date of
evaluation**

Post number

Post band