

Job Description

POST TITLE: Senior Public Health Practitioner

DIRECTORATE: Adults, Health and Integration

SERVICE: Public Health

GRADE: PO4

ACCOUNTABLE TO: Consultant in Public Health

RESPONSIBLE FOR: N/A

PURPOSE OF THE JOB:

As a Senior Public Health Practitioner, the post holder will work within a team of public health staff to support the Consultants in Public Health and the Director of Public Health to improve health outcomes and reduce health inequalities in London Borough of Hackney and the City of London. They will act in a supporting role to the Public Health Specialists for specified areas of public health to plan, deliver and evaluate public health initiatives.

They will be expected to be able to work across all domains of public health as and when required to do so and with additional training and support if necessary. The postholder will be required to work across portfolio areas in line with the needs of the business whilst maintaining generic public health skills as necessary.

The postholder will utilise a broad range of skills and their work may require contributing to designing and implementing systems and processes; diagnosing and providing solutions to performance problems; developing programmes related to improving key cross-cutting Public Health outcomes; supporting services to change the way they do things; managing the development of cross-cutting strategies; and aligning services to make the best use of resources. They may also have a supporting role working within project teams that include partnership organisations; staff from other local authorities; elected Members; the public; external contractors; or any other relevant partners required to deliver the project.

The postholder will be expected to comply with statutory legislation and practice

requirements, including CPD and mandatory training. The post holder will be expected to promote ethical practice and demonstrate an understanding of the ethical dilemmas that might be faced when promoting population health and reducing health inequalities.

MAIN AREAS OF RESPONSIBILITY:

- Working with the Public Health Specialists and Consultants in Public Health to commission, implement and deliver public health programmes and projects.
- Collate and analyse relevant demographic information, service trends, user consultation and feedback, as well as research about effective services to ensure that assessments of need, service development and planning are based on good practice and evidence.
- Communicate the evidence base for the most effective practice and the delivery of value for money in public health.
- Prepare and present reports and briefings as required to senior management, programme boards and partnerships which include analysis of information and recommendations for corrective actions and continuous improvement.
- Contribute to the development of specified partnerships, networks and relationships, including with the City and Hackney Integrated Commissioning system.
- Contribute to audit, evaluation and redesign of services and interventions to improve health outcomes and reduce health inequalities.
- Communicate with others to improve health outcomes and reduce health inequalities, including delivery of complex information.

CORPORATE RESPONSIBILITIES:

- To promote a 'one organisation' approach.
- To promote equality among all staff, and ensure that services are delivered in a non-discriminatory way that is inclusive of disadvantaged groups.
- To promote accountability amongst staff towards sustainability, both in use of physical resources and the delivery of services.
- Ensure compliance with Council policies, Standing Orders, financial regulations and other requirements.

- Ensure compliance with the Data Protection Act and confidentiality policies.
- Ensure that all legislative and national and local policy in relation to Public Health Services is adhered to.
- To achieve agreed service area outcomes and personal appraisal targets with the line manager.
- To undertake training and constructively participate in meetings, supervision, seminars and other events designed to improve communication and assist with the effective development of the post and post holder.
- Work within a flexible framework in order to meet the demands of the service outside usual office hours and travel as required.
- Take responsibility for maintaining a staff presence to respond to unplanned calls or events, by partaking in rotas or other cover arrangements.
- Carry out any other duties as might be required within the remit and responsibilities of the post.

EQUAL OPPORTUNITIES:

- To demonstrate through personal and professional example a commitment to equality of opportunity for all groups of staff and service users, and to challenge discrimination, racism, sexism and other forms of unjust behaviour.
- The post holder is expected to be committed to the Council's core values of public service, quality, equality and empowerment and to demonstrate this commitment in the way they carry out their duties.

These duties and responsibilities should be regarded as neither exclusive nor exhaustive as the post holder may be required to undertake other reasonably determined duties and responsibilities commensurate with the grading and scope of the post.

Person Specification

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TECHNICAL KNOWLEDGE AND QUALIFICATIONS:

1. Educated to a degree level in a subject relevant to Public Health in a Local Authority context, or equivalent experience
2. Developing public health knowledge and skills acquired through training, experience or qualifications
3. Demonstrated commitment to ongoing professional development.
4. Knowledge of the causes of ill health and health inequalities in a population
5. Knowledge of public health principles and methodologies that can be applied to improve health and reduce health inequalities
6. Knowledge of commissioning processes, from strategy and policy development, intervention design, and procurement to performance management and evaluation.
7. Developing knowledge of relevant analytical techniques within Public Health, and application of them to complex information in order to design and deliver services to target at the improvement of public health outcomes.
8. Developing an understanding of policy, systems and practice in local authorities, the NHS and the voluntary and community sectors.

TECHNICAL EXPERIENCE AND SKILLS:

9. Experience in a public health-related role

OTHER:

10. Experience of building positive relationships with a range of both internal and external stakeholders, developing understanding of political drivers and the role of members.
11. Experience in providing structured plans and setting clear objectives that implements strategy and drives delivery.
12. Experience in empowering others and will enhance the reputation of the Council.
13. Experience in supporting decision-making through the analysis of relevant information and risk assessment.
14. Experience in cross-organisational working, taking into account others' views and that harnesses the benefits of having a diverse workforce.
15. Experience working autonomously, and through teams.
16. Experience in taking initiative, identifying innovative approaches to new ways of working and critically appraising how they might be implemented locally.
17. Competence in IT skills and willingness to learn IT services used in the department/across Hackney Council- e.g. G Suite by Google Cloud.
18. Developing programme and project management skills.
19. Strong verbal and written communication skills, with ability to work in partnership across boundaries to influence senior managers and other key stakeholders.

NB: All employees are expected to adhere to the Council's Diversity & Equality and Health and Safety Policies.