Deputy Director of Public Health

JE Code: JE1579

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| **Values – We are dedicated, respectful, collaborative, we are Milton Keynes Council** |
| **Service** | Public Health |
| **Reports to:** | Director of Public Health |
| **Job Family** | Strategic Leadership |
| **Grade:** | N |
| **Political restricted** | Y/N |
| **Date:** | January 2022 |

**Key Deliverables**

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| **1.** | Provide strategic public health leadership, in conjunction with the Director of Public Health, for the development and implementation of inter-agency plans and initiatives to improve the health and wellbeing of residents and reduce inequalities. |
| **2.** | Lead the Milton Keynes Council public health team and provide consultant leadership for the delivery of specific workstreams on behalf of the shared public health service (public mental health, primary care and workplace health). |
| 3. | Work with the Director of Public Health, elected members and other directors within Milton Keynes Council such as those for housing, environment and planning, to address the wider determinants of health for the residents of Milton Keynes in order to reduce health inequalities and improve outcomes. |
| 4. | Be a delegated budget holder for the Milton Keynes Council public health budget and monitor and contribute to the formulation of programme budgets. |
| 5. | Be the training lead for the public health team in Milton Keynes, including becoming an Educational Supervisor for registrars in the Thames Valley area. |
| 6. | Along with the Director of Public Health, provide place-based leadership for the public health response to COVID-19 (and other health protection issues) in Milton Keynes, supported by the shared service’s health protection function.  |

*Within reason these key deliverables may evolve to meet service need and it is expected that you will be flexible and adaptable in your delivery to meet both service and council wide needs*

**Essential Requirements (key skills & qualifications)**

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| **1.** | **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 [see shortlisting notes below for additional guidance]**Applicants must meet minimum CPD requirements (i.e. be up to date) in accordance with Faculty of Public Health requirements or other recognised body**MFPH by examination, by exemption or by assessment and a Masters in Public Health are desirable* |
| **2.** | **Personal qualities:*** 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
* Commitment to work within a political system irrespective of personal political affiliations
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| **3.** | **Experience:*** Delivery of successful change management programmes across organisational boundaries
* Media experience demonstrating delivery of effective health behaviour or health promotion messages *[desirable]*
* Experience of using complex information to explain public health issues to a range of audiences
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| **4.** | **Skills:*** 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
* Ability to design, develop, interpret and implement strategies and policies
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| **5.** | **Knowledge:*** In depth understanding of the health and care system and the relationships with both local national government
* 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)
* Understanding of the public sector duty and the inequality duty and their application to public health practice
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Job Family

Strategic Leadership

Grade N

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| **Colleagues Expectations*** Be professional at all times
* Work together for the good of the team, council and local people
* Promote a supportive culture
* Challenge assumptions
* Take ownership
* Be willing to change and do things differently
* Always work in a safe manner
 | **Managers expectations*** Be a role model by displaying positive behaviours at all times
* Make well-considered decisions
* Support, coach and communicate with my team
* Be accountable for my team’s performance
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The essential characteristic of Strategic Leadership jobs is that they bear responsibility for the planning and development of the Council's approach to its statutory and elective aims, maximising efficiency, value for money and the quality of service delivery across entire operating functions.

### Role Characteristics

At this level job holders report to a Group Head and are responsible for the development and implementation of strategy relating to several large and/or wide-ranging Services within that Group. Roles carry very significant responsibilities for finance and a range of other non-financial assets.

Job holders will make autonomous decisions and lead the management of change throughout the Group.

**The Knowledge and skills required**

Job holders require advanced theoretical knowledge to make appropriate judgements and decisions at this level. In addition, job holders will maintain ongoing professional development and have a thorough understanding of external legislative and societal change, as well as a deep understanding of the Councils operational structures which both support and depend upon the job holder’s actions and advice. Roles will be professional experts, providing expert leadership across a number of Services.

### Thinking, Planning and Communication

Job holders will use their professional expertise to deal with highly complex, pressing issues including change initiatives and risk management across a range of services. They will also look well ahead and take a long-term, strategic view of their project and service delivery objectives over several years into the future, shaping their service’s composition, approach and operating procedures in accordance with wider goals mandated by Group management.

The information exchanged at this level will be routinely complex, contentious in nature and/or highly significant to the Council’s reputation. Job holders will, however, have additional demands placed upon them by the need to persuade others to adopt courses of action they may not otherwise wish to take, based on evidence-based and reasoned argument. This will occur in written interactions but can also be the case in face to face verbal exchanges where job holders will advocate the Council’s position in response to opposing opinion in a formal or informal setting.

**Decision Making and Innovation**

The limitations to job holders' decision making will be only the broad policy and practice guidelines that exist at both a corporate and even national/professional level. At this level of autonomy, job holders will be the final arbiter of many escalated technical and professional disputes and problems. They will report to a Group Head and will devise and implement strategic plans and policy in relation to several service areas.

### Areas of responsibility

With a diverse range of jobs being represented at this level, the precise blend of responsibilities for which the job holder is accountable will depend upon the service in which they operate.

Roles will focus on the needs of external service users or partners and will be responsible for critical day to day decisions with legal and reputational dimensions and the development of directorate level policy and functional procedures.

In addition, such roles are likely to have very high levels of responsibility for such elements as finance (very substantial budget management), information assets (council-wide systems) or premises (of extremely high value and critical operational importance).

Job holders will have full line management responsibility over several service areas, each with their own full management structure and featuring highly diverse specialties and employee profiles.

### Impacts and Demands

The combination of both tactical and strategic matters that job holders deal with means that roles are inherently very complex, demanding of particularly lengthy periods of concentrated mental attention. Job holders will also manage very high levels of work-related pressure from deadlines, interruptions or conflicting demands.

At this level, tasks and duties will be generally carried out in a sedentary position but there will always be a requirement for standing and walking from time to time, and the occasional need to lift or carry items.

Job holders will not require job holders to develop and maintain working relationships with people who, through their circumstances or behaviour, place particular emotional demands on the job holder.

Job holders at this level will find themselves very occasionally exposed to some disagreeable, unpleasant or hazardous working conditions.