

CANDIDATE BRIEFING PACK

Consultant in Public Health x2

Prepared for Nottingham City Council

August 2025



Penna

FIND | EXCITE | SECURE

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Welcome, why join our team?

Welcome from Lucy Hubber, Director of Public Health

Thank you for taking an interest in joining the Public Health Team at Nottingham City Council. We are so proud of our team and the wonderful work they do – we hope you find the information below gives you a bit of insight into who we are, what's important to us, what we've collectively achieved and our next ambitions.

I joined Nottingham City Council four years ago. A quick google will show you that it is an organisation that is going through enormous transformation on an improvement journey. You can find out more in the [Improvement Plan](#). This willingness to think differently and be open to change has meant that we have been able to drive an exciting public health strategy across the council and the wider system to improve health outcomes for local communities.

The team have been leading amazing work that has had local and national impact. We are recognised as leaders in the effective use of the public health grant, reducing gambling related harm and integrating lived and living experience into commissioned services. We have turned the increasing trend in smoking rates and are proactive at reducing health inequalities. Our new Joint Local Health and Wellbeing Strategy will bring new focus onto best start in life and alcohol-related harm, alongside a continuing focus on work & health, smoking, eating and moving for good health and severe multiple disadvantage. These new consultant roles will lead across these areas to bring innovation, collaboration and change.

I'd love to talk to you more about our work and these opportunities. I hope you will think about joining us to help us make a difference

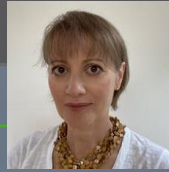
Lucy



About the team

Nottingham's Public Health Team consists of 53 brilliant individuals, working together to be even more brilliant. The team currently includes four thematic portfolios led by Consultants in Public Health and one enabling portfolio (that makes it all work). Common job roles across the portfolios provide a clear structure, enabling people to join as an apprentice (we were delighted to welcome our first two – Destiny and Nicole – earlier this year) and work towards being our future Director, with clear development support. This means we can facilitate team members working in different portfolios over time, broadening their experience to support career progression and job satisfaction. Our team mission is to add public health value to every interaction, so we are proactive about professional development, reflective practice and seeking feedback.

Meet the team



Lucy Hubber, Director of Public Health

Lucy joined the Council in June 2021 from Luton Borough Council, where she was also Director of Public Health. Prior to training in Public Health, Lucy has many years' experience of commissioning within the NHS. Lucy is on national board of Association of Directors of Public Health, is ADPH/LGA Sector-led Improvement lead and holds honorary teaching roles at Nottingham and Oxford.



Dana Sumilo, Consultant in Public Health Knowledge and Intelligence

Dana joined the Council in January 2023, having been a Senior Research Fellow at the University of Warwick and Consultant in Public Health in the UK Health Security Agency. Her previous research work focussed on infectious disease and maternal & child health epidemiology, and policy evaluation.



Tammy Coles, Public Health Principal Inclusion Health

Tammy joined the team in August 2022 having worked at a national level on mental health and suicide prevention. Tammy is a registered nurse and brings vast experience on improving health and wellbeing, particularly for vulnerable communities.

Helen Johnston, Deputy Director of Public Health Inclusion Health

Helen qualified as a CPH in August 2021, securing her role following a training placement; she also provides public health leadership for the Violence Reduction Partnership. Helen has led the nationally recognised work on gambling-related harm and leads on inclusion health



Nancy Cordy, Head of Service for Strategy & Service Improvement

Nancy leads on strategy and improvement for the team – providing support to the DPH in particular. This includes budget management responsibility for the Public Health grant. Nancy has a background in local authority commissioning and policy.

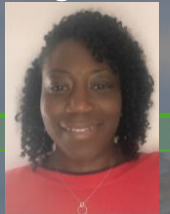
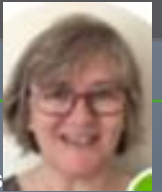


Matt Corder, Public Health Principal Health Improvement

Matt joined the team in August 2022 to lead within the Health Improvement portfolio. Matt has Public Health experience from Luton and a background as a Director of an Integrated Wellbeing Service.

Liz Pierce, Consultant in Public Health Health Protection and Healthy Communities

Liz qualified as a CPH in December 2022 and joined the Council in January 2023, after completing a registrar placement here. Liz is a Registered Nurse and has a background in health promotion and supporting communities in improving health and wellbeing



Donna Sherratt, Public Health Principal Best Start in Life

Donna joined the Council in July 2025 and brings a wealth of experience of working with Nottingham's children and families from her leadership with Small Steps, Big Changes.



Tracey Lamming, Public Health Principal Health Protection

Tracey joined the Council in January 2023, having built a strong career in regional health protection expertise. Tracey is a registered nurse and has extensive knowledge on the management of infectious diseases and sexual health.

What is important to our team and how does it help us achieve?

Making a difference

First and foremost the team are motivated by making a difference to the health and wellbeing of people in Nottingham, particularly those who unfairly experience the poorest health outcomes. Nottingham has some of the lowest life expectancy figures in the country so there is a lot to do.

Big changes have been made to the way we present our joint strategic needs assessment (JSNA), to better enable us (and others) to identify priority areas and actions.

In the last year we've:

- Published the first [two JSNA dashboards](#) – giving users easily accessible key data to inform decision making – with more in the pipeline.
- Developed a new product 'JSNA profiles' – the first of which explored the health and wellbeing of [people seeking asylum, refugees and people refused asylum](#). This work informed the commissioning of a new service as well as raising the profile of this topic at a system level.
- Held a series of focus groups to inform our first ever Women's Health Needs Assessment, due to be published shortly. It's been a real team effort to organise, recruit, facilitate and analyse the data.

Inclusivity and diversity

The team serves a diverse community with diverse needs. We proudly champion the need to do more or different for some groups to address inequity.

- The team has grown significantly (from 5 to over 50) in recent years. A deliberate effort to recruit for potential (with innovations made to our recruitment processes) has contributed to a more diverse team. Both demographically (meaning we more closely represent the community we serve) but also in terms of background, experience and skills. The team now includes previous nurses, teachers, social workers, researchers and more. This breadth of experience enables us to learn from and constructively challenge each other, ultimately improving the quality and impact of our work.
- The team promotes and practices the value of seeking, listening to and learning from lived experience of the issues we are seeking to address, in order to understand need and identify barriers, develop effective strategies and services, and avoid unintended consequences.

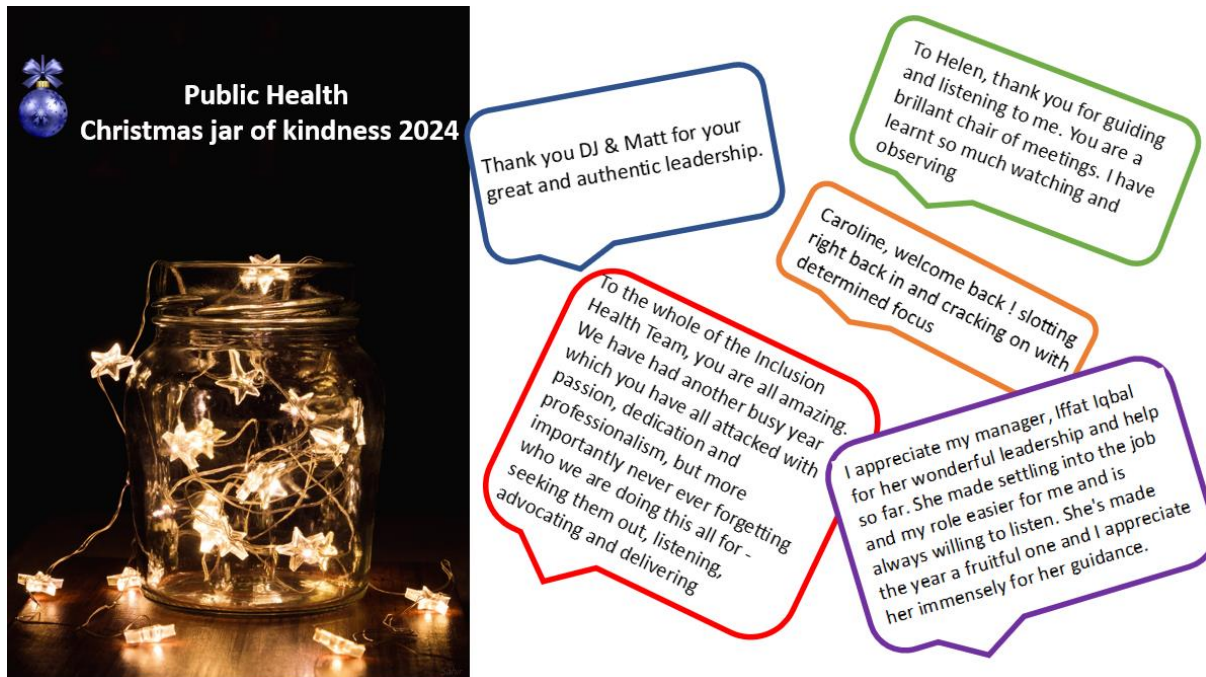
This year we've:

- Held engagement sessions in communities with lower vaccination uptake, resulting in locally tailored resources and a newly commissioned catch-up service and community-based vaccination sessions. The insight gained has helped secure additional financial resource from system partners and numbers vaccinated are going up, so we know it's working.
- Recruited, trained, nurtured and engaged with 100s of community champions, representing different groups and communities across Nottingham, leading to an inspirational celebration and award event in December 2024.
- Published and launched our annual public health report exploring the impact of stigma on health and wellbeing, including a range of practical tools to help individuals and organisations make changes - [Public Health - Nottingham City Council](#)
- This builds on good practice undertaken within the team, ensuring that lived experience was pivotal to informing our campaign to raise awareness of gambling related-harm and its impacts.

The campaign saw 30 times more visits to the local webpage signposting individuals to support. We are now recognised nationally as leaders on this topic!

Being kind

Kindness is a core value for team colleagues. Kindness is proactively fostered through team engagement, shared training, buddy relationships. We celebrate this through our annual jar of kindness where colleagues recognise the kindness and show appreciation to colleagues throughout the year.



This year we have:

- Further strengthened our recruitment processes to let applicants' potential shine. This includes holding information events so people can hear from those already doing the job and sharing a pre-interview information pack full of hints and tips. A 'meet the team' element gives those who might join us the chance to get a feel for who we are and how we work, with positive feedback from team members and those being interviewed. Collectively this has raised our profile as a team that people want to work for.
- Implemented a policy to support the wellbeing of colleagues working with sensitive data such as information relating to suicide or drug related deaths, recognising the impact this may have on us as caring individuals.

Collaborative learning

Continued professional development is a really important part of being a public health practitioner. There is a strong emphasis on learning from each other, with fortnightly organised opportunities for the team to share their work focussing on reflection and lessons learned. Colleagues from across the team lead sessions for their peers as part of our quarterly development days – we are never short of volunteers.

This year we have:

- Supported 18 colleagues to study Masters modules at the University of Nottingham with some brilliant results achieved

- Benefited from colleague-generated and led initiatives – including a piece of work to identify opportunities for cross-portfolio collaboration to ensure our health improvement offer meets the needs of inclusion health groups
- Developed a professional practice portfolio to support the learning and development of all colleagues in the team.

We are a vibrant, quality training location, with a full complement of registrars. Consultants in Public Health are encouraged and supported to become Educational Supervisors and participate in regional Train the Trainer sessions, to share learning, develop skills and networks. Through our healthcare public health approach, we also provide in-reach support to a number of NHS provider trusts to develop their professional practice.

Additionally, our philosophy is that Consultants in Public Health should contribute back into the wider public health workforce and policy system, so encourage training as professional appraisers or mentors and participate in national policy and special interest groups.

Improving outcomes

The team is going from strength to strength and we are immensely proud of the progress we've collectively made. Public health outcomes take time to shift but there are positive signs – including a reduction in smoking rates (from 21.2% to 18.2%) meaning we have improved from having the second highest rates nationally.

We developed and delivered our Joint Local Health and Wellbeing Strategy 2022-25 with local communities and system partners. We intentionally focused on the most challenging areas that required collective partnership action, including smoking & tobacco control, eating and moving for good health, financial wellbeing and severe multiple disadvantage and have made good progress in a sustainable way (see figure below).

Our commissioned services are a key route to delivery. In the last couple of years we have recommissioned a new model for substance use services and a new integrated sexual health service; commissioned an integrated wellbeing service, Thriving Nottingham, a healthy school service, Achieve Well and an oral health service. Additionally, we are finding new ways to use our resources to support communities in finding their own solutions, through grant programmes and a community champion approach. We are seeing the impact of these services in improved outputs and outcomes. In the next couple of years, we will be commissioning the new best start in life service.

We continue to be ambitious for the future with an updated JLHWS and additional capacity to support research and evaluation both within the team and across the Council. We have mutual learning arrangements with University of Nottingham and Nottingham Trent Universities, with areas of joint research and honorary teaching contracts.

JLHWS Priorities 2022-2025

Nottingham City JLHWS Smoking and Tobacco Control

PURPOSE

The Nottingham and Nottinghamshire Smoking & Tobacco Alliance set a clear, shared ambition to see smoking amongst adults reduced to 5% or lower by 2035 across Nottinghamshire and Nottingham City.



Reductions in smoking rates for all key measured groups including whole population, smoking at time of delivery, mother and newborn, workers and people experiencing mental health.

FUTURE

- Evaluation of harm reduction pathways
- Developing community partnerships for smoking cessation
- Build strong system responsiveness through the Alliance and Health & Wellbeing Board

Nottingham City JLHWS Eating and Moving for Good Health

PURPOSE

To transform Nottingham's systems, services and infrastructure so that they support eating and moving for good health as a part of everyday life, for everyone in the city.



Two new services, Thriving Nottingham and Active Well, have been commissioned and to together with other partners like Small Spaces, Big Change and Active Nottingham there has been huge progress in all areas of the programme.

FUTURE

- Supporting the Sport England funded Place Partnership programme for physical activity
- Continue food delivery work to raise awareness of the food environment in the city
- Continue to advocate for both physical activity and healthy food access through both planning and advocating reform
- Ensure that Nottingham has a local Tier 3 weight management offer

Nottingham City JLHWS Financial Wellbeing

PURPOSE

A ten-year vision that Nottingham will be a city where people experience financial wellbeing. Four themes for 2022-23:

- increasing income
- ensuring access to money help
- help with daily living costs
- promoting financial capability



Partners have delivered training to professionals across the local system to empower conversations about the experience of financial wellbeing and increasing access to support.

FUTURE

For 2025-2028 the Health and Wellbeing Board have recommended a moving to a 'work and health' priority, recognising the national interest in economic inactivity due to poor health, the funding opportunities, and timeliness in developing partnership working arrangements with the Mayoral Combined Authority

Nottingham City JLHWS Severe Multiple Disadvantage

PURPOSE

To reduce barriers for people experiencing SMD to receive the right services, at the right time, in the right place



Funding for Changing Futures sustained through ongoing national grant money and H&W funds from the ICB, demonstrating ongoing system commitment

FUTURE

- Sustain partnership arrangements and embedded joint
- Roll out learning across Nottinghamshire
- Maintain focus on improving practice

Advertisement

Ready to Lead Compassionately and Change Lives?

We're Hiring Two Consultants in Public Health

Nottingham City Council | Grade SLMG 2

Location: Nottingham | Full-Time (Part-time considered) | Politically Restricted

Salary: £88,168 – £101,677 (includes market supplement)

Are you the kind of Public Health leader who turns vision into action and passion into real, measurable change?

At Nottingham City Council, we are looking for two exceptional Consultants in Public Health to help lead our mission to create a healthier, fairer, and more resilient city. These are senior leadership roles where you will shape strategy, build partnerships, and drive innovation that improves lives.

We are an award-winning team, who are focussed on delivering meaningful improvements in health outcomes, putting the health of our citizens first and challenging the status quo to make real change happen.

What's the role really about?

You'll be:

- Setting strategic direction across public health domains including health improvement, inclusion health and health protection
- Collaborating across the council, NHS, voluntary sector and beyond to lead joined-up action
- Using evidence and intelligence to drive decision making and improve population health
- Leading services and teams with impact, purpose and kindness
- Playing a central role in delivering our vision Health and Wellbeing Strategy priorities, including reducing harm from alcohol, creating a smoke-free city and helping people to thrive and be resilient in work.

What are we about?

Nottingham is a city with big ambitions and deep roots in community, creativity and resilience. We're serious about public health, serious about equity and serious about delivering the best for the people who live here.

We work in a bold and values-driven way, and we need senior leaders who want to bring their full selves to the work. You'll be supported by the Director of Public Health, a strong and committed senior team and a whole system that wants to do public health better.

Our vision focuses on prevention, reducing health inequalities, supporting vulnerable groups and working closely with people who have lived or living experience. The work is meaningful, important and collaborative.

Be honest. Be real.

We're not after perfection. We're after people with energy, heart, vision and a commitment to public service. If you're politically aware, emotionally intelligent and not afraid to lead, this could be the role for you.

And please, don't use AI to write your application. We want to hear from you- warts and all, typos and all. Show us who you are, what you stand for, and what makes you want to do this work. That's what matters most.

What you'll need

- A masters in public health or equivalent
- Leadership experience in complex systems with high public accountability
- A deep understanding of health inequalities, public health policy and system change
- Experience in commissioning, service design and performance improvement

Please note: Any public health speciality registrar applicants who are currently on the UK public health training programme and not yet on either the GMC, GDC or UKPHR specialist register must provide verifiable signed documentary evidence that they are within 6 months of gaining entry to a register at the date of interview. Applicants going through the portfolio registration routes (GMC or UKPHR) are not eligible to be shortlisted for interview until they are included on the register. The six-month rule does not apply to these portfolio route applicants.

Nottingham: A City of Ambition, Innovation & Heart

At Nottingham City Council, we're proud to serve a city that's rich in history, bursting with creativity, and driven by ambition. From our world-class universities and thriving independent businesses to a vibrant arts and culture scene, Nottingham is a city that's always looking forward.

As a Council, we're committed to transformation that makes a real difference, building a greener, fairer, and more inclusive community for all. Join us and be part of a team that's shaping the future of one of the UK's most dynamic cities.

Politically Restricted Post

This is a politically restricted post under Section 2(1)(c) of the Local Government Housing Act 1989.

Ready to Lead in Nottingham's Future Ambitions?

Join us at a pivotal moment in our public health journey. If you're passionate about using technology to power public good, drive innovation, and deliver world-class outcomes for a world-class city, we'd love to hear from you.

Closing Date: Friday 29th August

AAC/ Final Interviews: Friday 12th September



ROLE DESCRIPTION AND PERSON SPECIFICATION

Post Title: Consultant in Public Health

Grade: SLMG 2

Job Purpose

To develop strategy and vision within the service, placing citizens at the heart of all we do. To actively and effectively promote the Joint Local Health & Wellbeing Strategy and the Council's vision, values, aims, objectives and priorities to partners, national and local stakeholders, employees and Nottingham's citizens.

A key success measure in this role will be to provide service leadership and translate this into clear goals and objectives to deliver outcomes that make a positive difference to people's lives, supporting the practical alignment of policy decisions of executive councillors and ensuring there is clear alignment in all plans. To work collaboratively under with the Director for Public Health (DPH), the Public Health Senior Leadership Team, councillors, colleagues and partners to support the creation of the right conditions for improving health outcomes, reducing inequalities, high performing services, and supporting our corporate ambitions for Nottingham to be a world-class city.

To be accountable for delivering on our promises and to take a lead role in robust decision making through the promotion of good governance and effective options appraisals that balance financial risk and organisational ambitions and promises.

Service Leadership Expectations

Leading People

1. Translate a clear vision and purpose by inspiring and motivating others and ensure citizens are at the heart of everything we do.
2. Role model visible leadership through living and breathing our values and balancing performance, resilience and wellbeing.
3. Develop workforce plans to ensure services have robust plans for the future capability and capacity needs.
4. Empower others to make appropriate decisions.
5. Builds and supports high performing teams and services through effective support, challenge and feedback.

Change and Innovation

1. Lead and drive change in a political and challenging public finances context.
2. Explore innovative approaches to deliver services, managing risks and actively being curious of market analysis and benchmarking.
3. Use robust project management principles to organise people and finances, delivering positive outcomes that are on time and within budget.
4. Design and deliver resilient services, responding at pace to re-prioritise objectives in line with the organisation's changing needs.



5. Lead change across services and drive a culture of continuous improvement by encouraging colleagues to share ideas.

Collaboration

1. Work collaboratively across the Council to achieve the best outcomes for the citizens of Nottingham.
2. Lead a culture of collaboration by working across boundaries to break down silos to deliver benefits to the citizens of Nottingham.
3. Proactively harness, develop and seek-out effective relationships to foster the collaborative culture, creating efficiencies and joined-up services to achieve the best outcomes for Nottingham's people.
4. Takes account of the council's priorities when negotiating and aligning resources to deliver services.

Equality, Diversity and Inclusion

1. Actively promote equality, diversity and inclusion through all actions, and positively challenge inclusion measures within the workforce and in the delivery of services.
2. Design and deliver fully inclusive services, demonstrating awareness of the diverse needs of our citizens.
3. Show commitment to attract, recruit and retain an inclusive workforce that represents our citizens and city.
4. Develop and support to release the full potential of all colleagues ensuring fairness, diversity and inclusion in all service leadership practices.
5. Recognise and respect a culture of inclusivity within the organisation where voices are respected, valued and heard.

Specific Duties

1. To provide strategic and service leadership within the Public Health Division. Specifically ensuring high levels of performance within and across public health services to enable and support forward thinking and innovative service delivery across the Council and with partners.

Responsible for a portfolio of services covering key public health domains including health improvement, health protection and inclusion health
2. To be a key member of the Public Health Senior Leadership Team, establishing effective relationships throughout the Council and across the wider system (including Integrated Care Board (ICB) and Health and Wellbeing Board) to achieve strategic and service leadership and impact through matrix management as well as direct delivery.
3. To lead innovation in the commissioning and delivery of services, managing resources in the most effective way and ensuring service delivery is aligned to Strategic Plans, with clear objectives that are managed through relevant performance arrangements with appropriate governance.
4. Responsibility for briefings on the health and wellbeing needs of local communities to Councillors, Council Officers, ICB, the community and voluntary sector, the public and partners.



Where required to, the postholder will provide verbal briefing to Councillors, other colleagues and stakeholders in person which may be at short notice.

5. Responsibility for development, implementation and delivery of policies. This may include taking the lead in developing detailed inter-agency and interdisciplinary strategic plans and programmes based on needs assessments which may lead to service specifications. The postholder will be expected to contribute appropriately to the procurement process.
6. To provide expert public health support and whole system leadership to ensure an evidence-based approach to commissioning and developing high quality equitable services, within and across a range of organizations including voluntary, public and private sector. This will include expertise in evaluation and development of appropriate key performance indicators.
7. To utilising (and if appropriate develop) 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 including production of the Joint Strategic Needs Assessment (JSNA). Working with the DPH, this will include the integration of the appropriate elements of the public health, NHS and social care outcomes frameworks within the systems developed by the local authority as well as with relevant partner organisations.
8. To support the DPH in the development and implementation of robust strategies for improving the health and wellbeing of local communities including ensuring qualitative and/or quantitative measurements are in place to demonstrate improvements. This may include taking responsibility for the judicious use of the ring-fenced public health grant and/or working with ICBs, providers and Office of Health Improvement and Disparities (OHID).
9. To provide a key local authority 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 local authority are taken into account.
10. To take responsibility for the training obligations of the directorate, including becoming the Educational Supervisor. These duties will be agreed jointly with the relevant Head of the School of Public Health.
11. Underpinning much of these duties are public health tasks such as;
 - Undertaking health needs assessments as required to enable actions to be taken to improve the health of the local population.
 - Developing prioritisation techniques and managing their application to policies, services and to help resolve issues such as the investment-disinvestment debate.
 - Effective communication of complex concepts, science and data and their implications for local communities, to a range of stakeholders with very different backgrounds.
 - Understanding of evaluation frameworks and applying those frameworks to the benefit of local communities.
 - 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



12. To ensure the council's equality, diversity and inclusion strategy and associated action plans are embedded within service delivery.
13. Actively promote and ensure good financial management and assist in maintaining financial sustainability within the Council by practising and embedding the Council Financial Accountabilities framework and Financial Regulations.

The post-holder:

- will manage a team (including trainees) taking responsibility for line management duties, recruitment, appraisals, disciplinary and grievance responsibilities.
- will manage budgets delegated by the DPH and be an authorised signatory in line with the Council constitution.
- will be expected to deputise for the DPH as required

This is a politically restricted post under the provision of Section 2(1) (c) of the Local Government Housing Act 1989

All senior leaders are expected to:

- Undertake any other duties allocated by the Chief Executive
- Work outside of normal office hours where required
- Participate on an on-call Emergency Response rota if required
- Travel within and outside the city's boundaries when required.





AREA OF RESPONSIBILITY	REQUIREMENT	MEASUREMENT			
		P	A	AC	D
Vision, Strategy and Delivery	Experience as a service leader in a complex organisation with similar responsibilities, budget and resources.		✓		
	Evidence of a successful track-record of creating a vision for service delivery, translating clear objectives to deliver outcomes that make a positive difference.		✓	✓	
	Evidence of successful involvement in building the reputation of services and inspiring people to deliver continuous improvement.			✓	
	Evidence of driving accountability, balance risk and respect good governance and ensuring understanding at all levels.		✓	✓	
	Evidence of financial and commercial awareness with strong analytical skills and a creative approach to problem solving.		✓	✓	
	Demonstrate an understanding of the current issues and challenges facing local government in general and Nottingham City Council in particular.	✓		✓	
Leading People	Evidence of successfully leading and motivating people and cultivating a culture that creates high performing people and services.		✓	✓	
	Evidence of empowering others to take decisions and follow through confident actions, through strong and visible leadership.		✓	✓	
	Evidence of successful strategies in managing your own personal resilience and wellbeing at a leadership level and role modelling this practice.			✓	
	Evidence of planning for the future delivery of services, including the effective workforce planning for capacity and capability challenges.		✓	✓	
	Evidence of leading change programmes, bringing others on the journey with you.		✓	✓	



Change and Innovation	Evidence of innovative service delivery models that continue to provide high quality services within a smaller financial scope.		✓	✓	
	Evidence of leading services or teams and experience of having to re-focus service priorities at pace following changes outside of the organisation's control.			✓	
	Experience of developing cultures of continuous improvement where people feel included and involved.		✓	✓	
Collaboration	Evidence of working successfully in partnership across different sectors and fostering / harnessing partnerships.		✓	✓	
	Evidence of actively working to develop a culture of collaboration.		✓	✓	
	Understanding of how to operate effectively and openly within the democratic process with the political acumen and ability/skills to develop productive working relationships with Councillors and to speak truth to power.		✓	✓	
Equality, Diversity and Inclusion	A deep understanding of equality, diversity and inclusion at every level and demonstrative experience in tried and tested methods to deliver inclusive services.		✓		
	Demonstrating a thorough understanding of equality, diversity and inclusion challenges posed by providing quality public services in our multi-cultural city.			✓	
	Demonstrating personal commitment to the equality, diversity and inclusion challenges faced by our workforce and Nottingham's people.			✓	
	Evidence of developing people and services/teams recognise, respect and value individual needs to achieve a culture of inclusivity.		✓		
Role related requirements	Delivery of successful change management programmes across organizational boundaries		✓	✓	
	Media experience demonstrating delivery of effective health behaviour or health promotion messages		✓	✓	
	Experience of using complex information to explain public health issues to a range of audiences		✓	✓	
	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		✓	✓	
Qualification requirement	Masters in Public Health or equivalent		✓		✓



	Public health speciality registrars who are currently on the UK public health training programme and not yet on either the GMC, GDC or UKPHR specialist register must provide verifiable signed documentary evidence that they are within 6 months of gaining entry to a register at the date of interview. Applicants going through the portfolio registration routes (GMC or UKPHR) are not eligible to be shortlisted for interview until they are included on the register. The six-month rule does not apply to these portfolio route applicants.						
P- Pre-Application	A - Application	AC – Assessment Centre	D - Documentary Evidence				

Job Profile and Person Specification produced August 2025

How to Apply

This guidance contains important information to help with your application:

- Please apply by submitting a CV and covering letter (no more than four sides of A4 in length per document aligned to the person specification). Please also include your contact details.
- Please ensure your full employment history is outlined in your CV; and that where there are essential criteria, competencies and/or qualifications you make clear how you meet these. We may wish to verify this information during the recruitment process.
- **IMPORTANT RESPONSE REQUIRED:** What 3 Things – Please read the instructions on the following page and respond to the question according to the instructions: **“Thinking about where you live, what three things could or already do, make a big difference to the local community’s Health and Wellbeing?”** Please note that your application will not be considered without your response. Your response can be included at the end of your cover letter/supporting statement.
- Please provide the details of two referees. Note that we will only approach referees for candidates proceeding to final selection and only with your permission. Please clearly indicate whether we can approach each referee before the selection date.
- Please share with us in your supporting statement, the values and behaviours that you bring to your leadership, and how you will transfer your skills and experience into this role.
- Please complete the Equal Opportunities Monitoring Form when you upload your details.
- Please return your application by the closing date – no applications will be accepted once the long listing process has begun.
- Following long listing, you will be contacted directly by a Penna consultant to update you on the status of your application.
- At any point throughout the process our retained consultants at Penna will be happy to help you with information, insight and guidance about the process and our clients.

The following timetable sets out the key dates in the recruitment process:

Date	Activity
Closing Date	Midnight, Friday 29 th August 2025
Preliminary Technical Interview	W/c 8 th September 2025
AAC Final Panel Interviews	Friday 12 th September 2025

To apply for this role, please click the link below:

[Consultant in Public Health x2](#)

For further information or confidential discussion, please contact Tom Niven at tom.niven@penna.com / 07860 657044 or Nick Raper at nick.raper@penna.com / 07715 690463

**THINKING ABOUT
WHERE YOU LIVE,
WHAT THREE
THINGS COULD OR
ALREADY DO, MAKE
A BIG DIFFERENCE
TO THE LOCAL
COMMUNITY'S
HEALTH &
WELLBEING ?**

IT'S NOT A TRICK QUESTION – IT'S DESIGNED TO BE A QUESTION THAT ANYONE COULD HAVE AN OPINION ON REGARDLESS OF FORMAL LEARNING OR EXPERIENCE – IT'S TO HELP US SEE YOUR POTENTIAL!

WE WANT TO KNOW WHAT YOU THINK – THERE IS NO RIGHT OR WRONG ANSWER AND IT CAN'T BE FOUND IN A TEXTBOOK

HOW YOU APPROACH THE QUESTION AND HOW YOU COMMUNICATE YOUR ANSWER IS JUST AS IMPORTANT AS THE 'THREE THINGS' YOU CHOOSE

MAKE SURE IT'S ABOUT WHERE YOU LIVE – NOT NOTTINGHAM – A COMMON MISTAKE

PLEASE DON'T USE AI TOOLS SUCH AS CHATGPT – WE WILL BE CHECKING FOR THIS AND TAKING IT INTO CONSIDERATION DURING SHORTLISTING

IF IT IS PERSONAL IT WILL BE EASIER FOR US TO SEE YOUR PASSION – AND HAVING PASSION FOR IMPROVING HEALTH AND REDUCING INEQUALITIES IS REALLY IMPORTANT TO OUR TEAM

WHAT FORMAT YOU RESPOND IN DOESN'T MATTER – THERE ARE NO EXTRA POINTS FOR IT BEING WRITTEN AS A FORMAL RESPONSE OR FOR A PROFESSIONAL LOOKING VIDEO – CHOOSE WHATEVER FORMAT THINK GIVES YOU THE BEST OPPORTUNITY TO SHINE

IF IT IS A WORD DOCUMENT PLEASE MAKE SURE IT IS NO MORE THAN 1,500 WORDS

- **YOUR RESPONSE SHOULD FOLLOW YOUR SUPPORTING STATEMENT AS PART OF YOUR APPLICATION BEFORE THE CLOSING DATE**

YOUR APPLICATION WILL NOT BE CONSIDERED FOR SHORTLISTING WITHOUT THIS.