

# Public Health Consultant Application



## Welcome! Why join our team?

Welcome to Gloucestershire!

Alongside influencing and supporting our county council colleagues to embed health in every policy, we also work closely with our six district councils to shape health at the place level. In Gloucestershire, we celebrate the role that strong and resilient communities play in improving health and wellbeing, and our Council strategy recognises the importance of working alongside our communities to address differences in outcomes for our local population.

Gloucestershire's Integrated Care System is well established and matches the footprint of the County Council, Fire and Police services; a great advantage for working together to achieve change. It's a positive and supportive partnership that helps to maximise the potential of our combined local authority, health and social care resources and effectively coordinate efforts to tackle inequalities.

As DPH, I hold a place on Gloucestershire's Integrated Care Board, providing the population health perspective in this space. Our team provides integral support to progress the Integrated Care Strategy, which was written in partnership between the Local Authority and the NHS, and coproduced with our wider statutory partners, the voluntary sector and the public.

Whomever takes on this role will be well positioned to influence strategic direction and priorities, especially in the field of healthcare public health. It's a fantastic opportunity to build on a platform of existing good practice, while looking to explore the art of the possible in terms of how population health management, intelligence, upstream investment in prevention and tackling inequalities can contribute to our aims for a greener, healthier, more prosperous Gloucestershire.

From a personal perspective, Gloucestershire is a great place to live and work. Having moved here myself to join the team, I know it is a stunning location. Vibrant towns, beautiful countryside and great connections make it a place I'm proud to call home. From a professional perspective, this role offers a chance to operate at scale within a mature partnership with all the complexity and opportunity that system leadership brings.

I'm interested to hear from candidates who can influence colleagues at senior levels, work well with others and who recognise the importance of staff and stakeholder engagement in bringing about service and system change to tackle inequalities. Some of this will be rapid – other aspects will take time, particularly working in a multi-organisational context.

The council has engaged Penna to support this recruitment process, and I encourage you to contact them to discuss the role. If you'd welcome the opportunity to discuss the opportunity directly with me, this can also be arranged via [suzanne.caine@gloucestershire.gov.uk](mailto:suzanne.caine@gloucestershire.gov.uk)

Good luck in your application.



Siobhan Farmer

Director of Public Health

## Public Health and Communities Hub

As part of the wider Adult's directorate, the Public Health and Communities Hub (PH&C) is a welcoming and inclusive team of approximately 50, with a wide range of experience and expertise.

- Our purpose is to deliver the Council's statutory duties to protect and improve the health and wellbeing of local people; and to reduce the differences in health and quality of life experienced by different population groups.
- Our vision is for Gloucestershire to be a county where everyone can thrive; where our places and communities enable people to live healthy lives and where inequalities in mental and physical health and wellbeing are prevented and reduced.

The team are responsible for the following core functions:

- Health protection – action to protect people from and respond to the threat of infectious diseases and environmental hazards.
- Health improvement – action to improve health and wellbeing and reduce health inequalities with a focus on prevention and early intervention.
- Health care public health – action to support commissioners and providers of healthcare services to plan services, understand the health needs of the local population, achieve clinical effectiveness, and quality assure services such as screening and immunisation.
- Supporting people – action to deliver a range of community-based support to people with complex lives, those in vulnerable circumstances, and inclusion health groups.
- Providing a Gypsy & Traveller Site Management Service - operating across four GCC owned sites.
- Supporting the Council's strategic objectives [gcc 4617-council-strategy-strategy-2025-2029\\_dev4.pdf](#)

## What it means to be a leader in PH&C

As a member of our PH&C senior leadership team you'll be responsible for helping drive forward our new and ambitious council strategy and demonstrating our core values.



### Our Vision: A Stronger Future, Built Together

We want:



Gloucestershire to be a thriving county where everyone can live a healthy life, get a good education and job and feel proud of their area.



A county where everyone is treated fairly and can easily access opportunities and services, where we protect and enhance our natural and built environment, and where everyone feels welcome and included in a kind and caring community.



Every child to have the best possible start, with schools and learning that give them the skills and confidence to succeed.



Every adult to have the chance to learn, work and be independent.



Gloucestershire to be full of energy and ideas, building on our legacy of innovation.



Everyone to know they are supported by a council that listens, learns, and does the right thing, providing services people can rely on.

### We are committed to:

#### Education, jobs and opportunity



Growing our local economy so people have good jobs close to home and every community prospers. Giving every child the best start in life and helping young people use skills to learn and build their future.

#### Roads and places



Planning and maintaining our roads, ensuring we have excellent public transport and that our public spaces are safe, clean and welcoming.

#### Climate and nature



Looking after our environment and recognising that taking climate change seriously with innovative and sustainable solutions.

#### Health and wellbeing



Helping everyone to live healthier lives with the right support when they need it, in vibrant and resilient communities.

#### Care



Providing exceptional care for all those that need it, including our most vulnerable children and adults.

#### Business and inclusion



Tackling poverty and deprivation and transforming services to ensure everyone is included and no one is left behind.



You'll have the exciting opportunity to lead the team through a period of Local Government Reorganisation (LGR), which although challenging, brings significant opportunities for new ways of collaboration across and between local authorities.

## Senior Leadership Team



## What Are we proud of?

With a dedicated and proactive team there is a huge amount that we are proud of. Some key achievements that demonstrate our commitment to continuous improvement, and our communities include;

- 🧩 Being rated 'excellent' as a training location for Public Health Registrars since 2018!
- 🧩 Being nominated by ADPH for our innovative use of web base reporting for our 2024 DPH Annual Report 'Just Another Drop?' and our 2025 DPH Annual Report 'From refuge to Community' (Both also being awarded a top 5 finish overall).
- 🧩 Our successful application to host a Local Authority Research Practitioner (LARP) who is already demonstrating, both within the team and the wider council, the power and importance of research.

- 🧩 Our excellent relationship with our NHS and other system partners, evidenced by our collaborative approach to our Integrated Care Partnership and our Director of Public Health and her team being welcome at all levels of governance.
- 🧩 Our ambition to understand how we can work most effectively and support our team to develop. This has cumulated in our move to work in 'strands' and given staff the opportunity to work across a broader range of topic areas. We are currently in the process of evaluating this approach and developing a 2 year Target Operating Model.
- 🧩 Actioning our learning from Covid-19 which made it clear that we need to be resilient and prepared for future public health incidents and challenges. This has resulted in an in-hours officer rota to support our health protection and urgent issue notifications, ensuring that this knowledge is widespread across the team.
- 🧩 Taking on leadership of The Homes for Ukraine scheme and Travellers services, applying our public health skills to new programmes of work that help our communities.

## The Job Profile

### JOB DETAILS

**Job Title:** Consultant in Public Health

**Grade/Salary:** £85,838 to £94,585

**Department:** Public Health

**Base:** Shire Hall, Gloucester / Remote Working under National Guidance

**Accountable to:**

The post-holder will be dually accountable:

- professionally to the employing authority (Gloucestershire County Council)
- managerially to the employing organisation via the Director of Public Health

**Date:** October 2025

### JOB PURPOSE

#### Job summary

Gloucestershire County Council covers a population of approximately 659,000. Partners include 6 district authorities, the Integrated Care Board, UK Health Security Agency, Office of Health Improvement and Disparities and the Faculty of Public Health. The population is diverse, consisting of the urban centres of Gloucester and Cheltenham, and more rural areas such as Tewkesbury, Stroud, Forest of Dean and Cotswold. The population has a higher-than-average ageing profile. It is essentially affluent with pockets of deprivation in the urban areas, and issues of access in the more rural ones. The population in parts of the county is growing rapidly.

The Consultant in Public Health works with the Director of Public Health, the other three consultant colleagues, the Assistant Director and Heads of Portfolio to deliver the statutory duty placed on local government to improve and protect health and reduce inequality. The post holder will be expected to work effectively with partners



across the whole council, with communities and organisations and across the county to achieve public health objectives. The Public Health and Communities (PH&C) team sit within the Adult's directorate.

The post holder will be expected to provide public health leadership both within the organisation and across the wider health, wellbeing and community sector. The post holder will hold corporate and managerial responsibilities commensurate with the role. As Consultant in Public Health the post holder will be contributing to the development and assurance of systems and processes to enable the authority and its partners to prepare for response to major incidents with a particular focus on the impacts on health and will participate in the in-hours rota.

The post holder's specific portfolio of responsibilities will be determined upon appointment in line with the requirements of the service at that point and may change over time in line with the needs of the service.

Gloucestershire County Council places a high priority on the wellbeing of its staff. The postholder will have access to the council's Employee Assistance Programme (EAP) that provides free, confidential, counselling and advice for employees, as well as access to dedicated wellbeing resources for staff.

The Council operates an agile working policy to meet business needs and promote a healthier work/life balance. This policy, which includes hybrid working arrangements, supports staff to undertake a combination of home and office working. Staff are expected to be in the workplace for some of their working week, and the postholder will be required to comply with team expectations regarding 'in office' attendance: attending in person meetings as and when required, and working in the office in Gloucester an average of two days per week. Resources will also be made available for remote working, including provision of appropriate IT and home office equipment.

## **Responsibilities**

In the context of this portfolio the post holder will be **responsible** for the following;

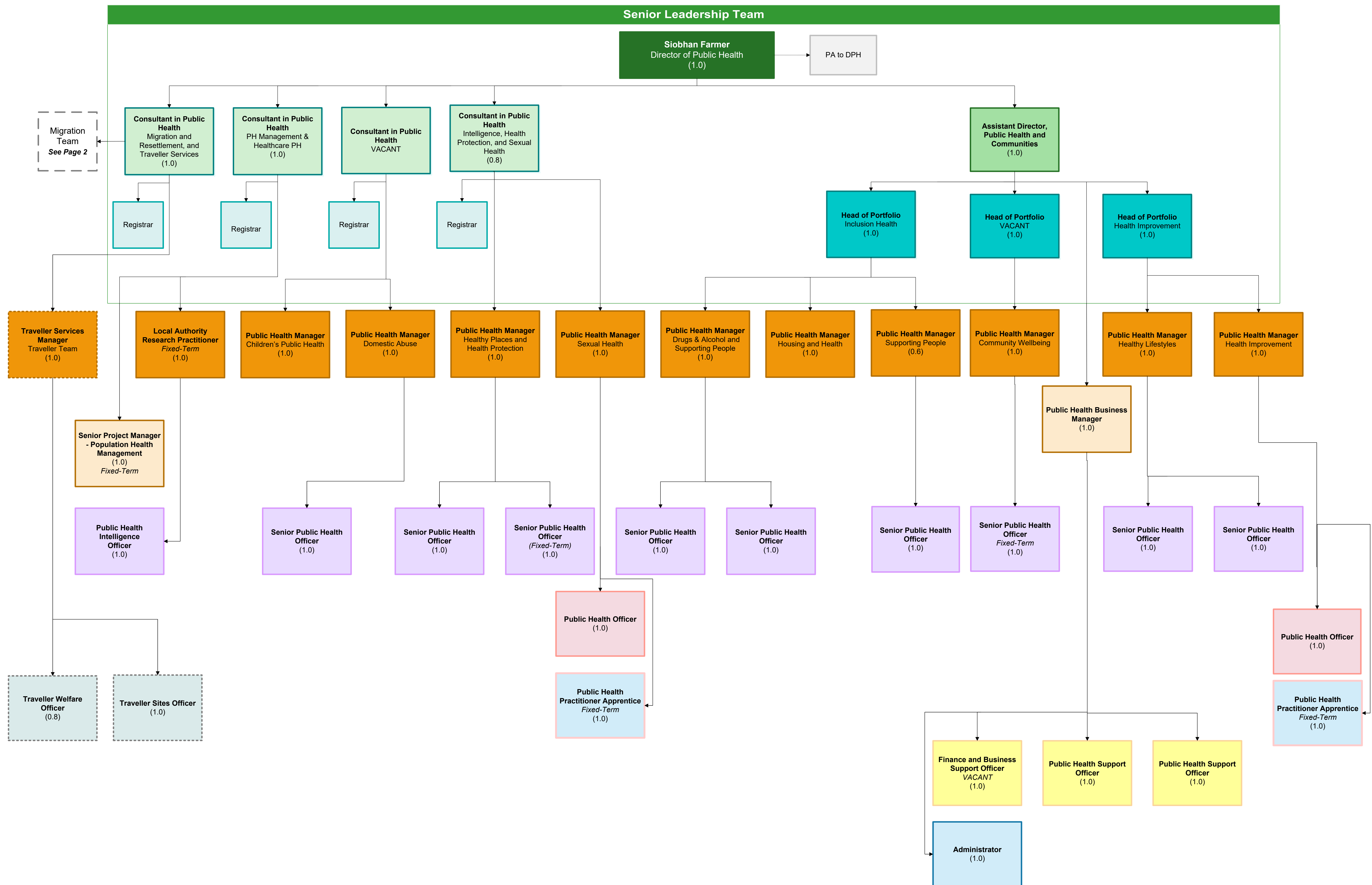
1. Supporting the Director of Public Health (DPH) in achieving core public health objectives— namely the development and implementation of strategies to improve the health and wellbeing of local communities and reduce health inequalities, protecting health and contributing to the quality of local health and social care services.
2. Providing expert public health support and whole system leadership to ensure an evidence-based approach for commissioning and developing high quality equitable services, within and across a range of organisations including the voluntary, public and private sectors. Examples include:

- Leading the integration of local authority, health and VCSE organisations to promote effective joint planning and delivery of jointly agreed plans
  - Leading the mandated core service to the NHS
  - Providing expertise in evaluation and development of appropriate KPIs
  - Utilising qualitative and/or quantitative methodologies in the development of evidence.
3. Utilising (and if appropriate developing) 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 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.
  4. Managing resource, including contributing towards the formulation and monitoring of service budgets and financial initiatives, influencing budget setting. Contribute to the procurement process providing specialist public health expertise to support an evidence-based approach for commissioning high quality, effective, equitable services, within and across a range of organisations including voluntary, public and private sector. Take responsibility for resolving operational issues as needed.
  5. Ensuring delivery of public health mandated services. This includes taking responsibility for any relevant outcome indicators within the UKHSA, OHID, NHS (and Social Care) Outcome frameworks and working across organisational boundaries.
  6. Being actively involved as part of a senior leadership team, including:
    - Deputising as required for the Director of Public Health, at a senior level
    - Participating in an in-hours lead consultant rota for health protection and DPH cover
    - Contributing to the management and training obligations of the directorate, including becoming an educational supervisor.
  7. Actively promote equality of opportunity, address exclusion and challenge structural discrimination as a core tenet of public health practice.
  8. Provide advice/support to colleagues to support access to scientific information. The post holder 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.

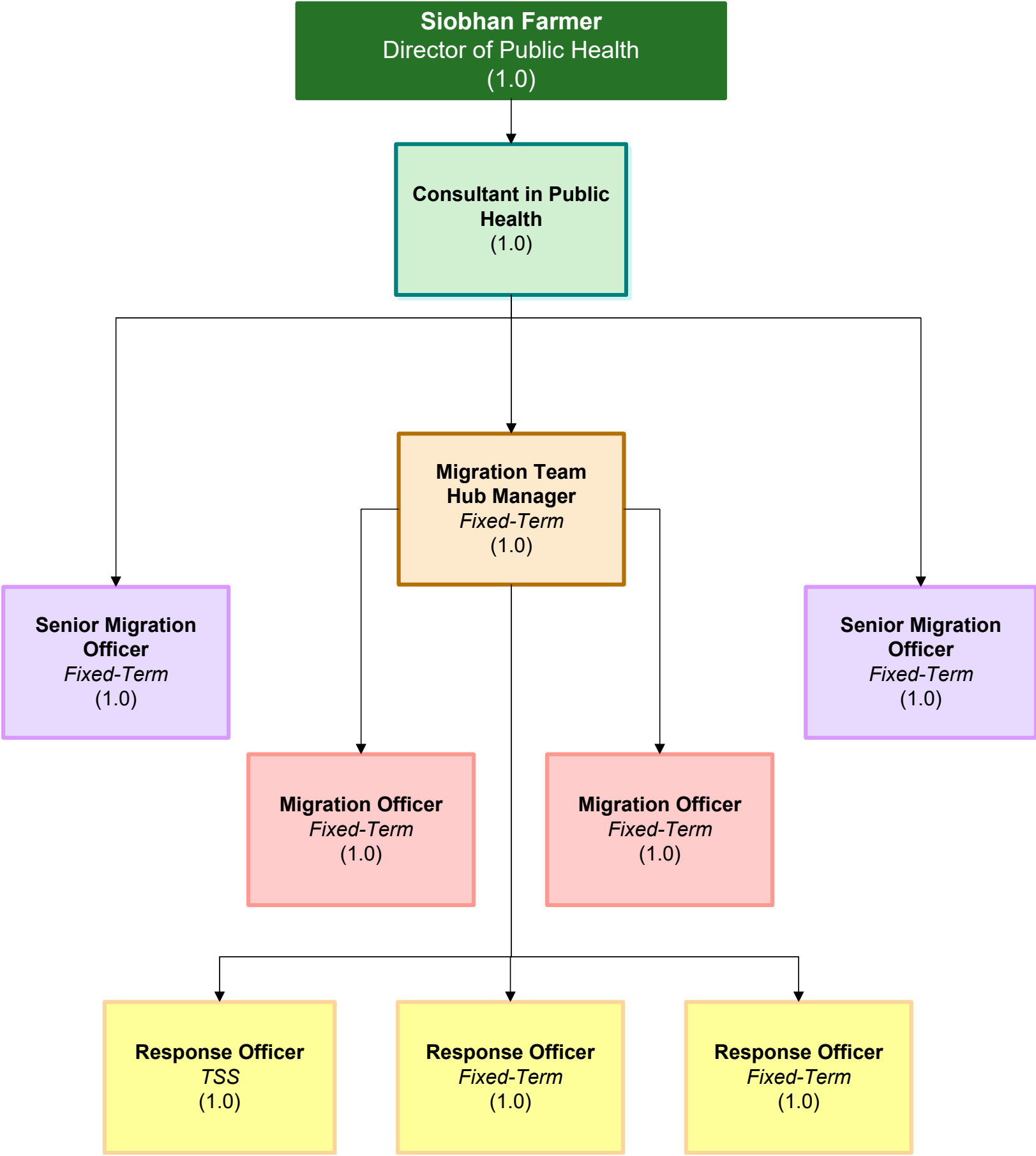
**The post holder will be expected to:**

- Manage multiple and changing demands to meet tight deadlines and communicate effectively with elected members, members of the public and a wide range of organisations and agencies.
- Utilise intellectual rigour, negotiation and motivation skills and flexibility to manage complex public health issues, to advise and make recommendations regarding services and patient care.
- Have a high level of tact and diplomacy, and an ability to understand other cultures to enable effective working across organisational boundaries and influence without authority.
- Be professionally accountable to the employing authority and managerially accountable to the employing authority via their line manager (the Director of Public Health). This will include undertaking annual workplace and professional appraisal. The post holder should practise in accordance with all relevant sections of the General Medical Council's Good Medical Practice (if medically qualified) and the Faculty of Public Health's Good Public Health Practice and UKPHR requirements.
- Line manage public health managers, and other relevant public health staff. This will also include supervising public health trainees and contributing towards staff mentorship, development and the design and delivery of training.
- Identify opportunities to lead or contribute to public health research/audits and/or commission research audits/projects and help drive forwards a research culture within the organisation.
- The employing organisation is currently working in a climate of change. It is expected that all staff will be adept at networking at all organisational levels as appropriate, to be able to meet the challenges and opportunities of working in public health within existing and new structures.
- Work in line with the Council's agile working policy, attending in person meetings as and when required, and meeting the council's expectation regarding in office attendance.

## Public Health and Communities Hub Structure Chart 2025-26 (General Version)



Migration Team - Structure Chart 2025/26



## **SPECIFIC RESPONSIBILITIES**

The post holder will be expected to apply the full range of Faculty competences to their specified portfolio outlined under the job purpose:

### **Use of public health intelligence to survey and assess a population's health and wellbeing**

To be able to synthesise data from multiple sources on the surveillance or assessment of a population's health and wellbeing and on the wider environment, so that the evidence can be communicated clearly and inform action planning to improve population health outcomes.

### **Assessing the evidence of effectiveness of interventions, programmes and services intended to improve the health or wellbeing of individuals or populations**

To be 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.

### **Policy and strategy development and implementation**

To be able to influence and contribute to the development of policy as well as lead the development and implementation of a strategy.

### **Strategic leadership and collaborative working for health**

To use a range of effective strategic leadership, organisational and management skills, in a variety of complex public health situations and contexts, dealing effectively with uncertainty and the unexpected to achieve public health goals.

### **Health improvement, determinants of health and health communications**

To influence and act on the broad determinants, behaviours and environmental factors influencing health at a system, community and individual level to improve and promote the health of current and future generations. To be proactive in addressing health inequalities and prioritising the most vulnerable or disadvantaged groups in the population.

### **Health protection**

To identify, assess and communicate risks associated with hazards relevant to health protection, and to lead and co-ordinate the appropriate public health response. To



understand how those risks associated with hazards relevant to health protection may be influenced by climate change and environmental degradation currently and in the future.

### **Health and care public health**

To be able to improve the efficiency, effectiveness, safety, reliability, responsiveness, sustainability and equity of health and care services through applying insights from multiple sources including formal research, health surveillance, needs analysis, service monitoring and evaluation.

### **Academic public health**

To add an academic perspective to all public health work undertaken. Specifically, to be able to critically appraise evidence to inform policy and practice, identify evidence gaps with strategies to address these gaps, undertake research activities of a standard that is publishable in peer-reviewed journals, and demonstrate competence in teaching and learning across all areas of public health practice.

### **Professional, personal and ethical development**

To be able to shape, pursue actively and evaluate your own personal and professional development, using insight into your own behaviours and attitudes and their impact to modify behaviour and to practise within the framework of the GMC's Good Medical Practice (as used for appraisal and revalidation for consultants in public health) and the UKPHR's Code of Conduct.

### **Integration and application of competencies for consultant practice**

To be able to demonstrate the consistent use of sound judgment to select from a range of advanced public health expertise and skills, and to use them effectively, working at senior organisational levels, to deliver improved population health in complex and unpredictable environments.

## **Person Specification**

**IMPORTANT: This person specification contains changes introduced in amendments made to the NHS (Appointment of Consultants) Regulations for England, Scotland, Northern Ireland and Wales which came into force during 2005. Further amended in June 2015, and September 2018.**

<b>Education/Qualifications</b>	<b>Essential</b>	<b>Desirable</b>
<u>The National Health Service (Appointment of Consultants) Regulations 1996 (legislation.gov.uk)</u>	X	

In line with legislation, inclusion in the GMC Full and Specialist Register with a license to practice/GDC Specialist List or inclusion in the UK Public Health Register (UKPHR) for Public Health Specialists <b>at the point of application.</b>		
<i>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 practice</i>	X	
Any public health <b>speciality registrar applicants</b> who are currently on the UK public health training programme and not yet on either the GMC, GDC or UKPHR specialist register <b>must</b> provide verifiable signed documentary evidence that they are within 6 months of gaining entry to a register at the date of interview*	X	
If an applicant is UK trained in Public Health, they must ALSO be a holder of a Certificate of Completion of Training (CCT), or be within six months of award of CCT by date of interview. If an applicant is non-UK trained, they will be required to show evidence of equivalence to the UK CCT [see shortlisting notes below)	X	
Applicants must meet minimum CPD requirements (i.e. be up to date) in accordance with Faculty of Public Health requirements or other recognised body	X	
MFPH by examination, by exemption or by assessment, or equivalent	X	
Masters in Public Health or equivalent		X
<b>Personal qualities</b>		
Able to influence senior members including directors and CEOs	X	
Able to both lead teams and to able to contribute effectively in teams led by junior colleagues	X	
Commitment to work within a political system irrespective of personal political affiliations	X	
<b>Experience</b>		
Delivery of successful change management programmes across organizational boundaries	X	
Media experience demonstrating delivery of effective health behaviour or health promotion messages		X
Experience of using complex information to explain public health issues to a range of audiences	X	
<b>Skills</b>		
Strategic thinker with proven leadership skills and operational nous	X	
Able to demonstrate and motivate organisations to contribute to improving the public's health and wellbeing through mainstream activities and within resources	X	
Ability to lead and manage the response successfully in unplanned and unforeseen circumstances	X	

Analytical skills able to utilize both qualitative (including health economics) and quantitative information	X	
Ability to design, develop, interpret and implement strategies and policies	X	
<b>Knowledge</b>		
In-depth understanding of health and care system and relationships with both local & national government	X	
In depth knowledge of methods of developing clinical quality assurance, quality improvement, evaluations and evidence based public health practice	X	
Strong and demonstrable understanding of interfaces between health, social care and key partners (dealing with wider determinants of health)	X	
Understanding of the public sector duty and the inequality duty and their application to public health practice	X	

***\*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.***

## SHORTLISTING NOTES

### Applicants in training grades

#### ***Medical and dental applicants***

All medical/dental applicants must have Full and Specialist registration (with a license to practice) with the General Medical Council or General Dental Council (GMC/GDC) **or be eligible for registration within six months of interview**. Once a candidate is a holder of the Certificate of Completion of Training (CCT), registration with the relevant register is guaranteed.

Applicants that are UK trained must ALSO be a holder of a Certificate of Completion of Training (CCT) **or be within six months of award of CCT** by date of interview demonstrated by a letter from their Training Programme Director (TPD).

#### ***Non-Medical Applicants in training programme***

All non-medical applicants must be registered with the UKPHR or be within six months of registration at the date of the interview. Applicants must provide proof (letter of confirmation from their TPD or the CCT) at interview.

### Applicants in non-training grades

Applicants that are non-UK trained, will be required to show evidence of equivalence to the UK CCT.

Applicants from a medical background will be expected to have gained full specialist registration with the GMC through the Certificate of Eligibility for Specialist Registration (CESR) route.

Applicants from a background other than medicine are expected to have gained full specialist registration with the UKPHR at the point of application.

**Employers are advised that individuals should not take up consultant in public health posts (including DPH posts) until they have gained entry on to the appropriate register that is GMC or GDC or UKPHR Public Health Specialist Register. However, the employer should require evidence that they have joined the register before allowing an individual to take up a consultant post.**

**The above guidance applies to applications for both general and defined specialist registration with the UKPHR. Individuals with defined specialist registration are eligible for consideration for shortlisting for, and appointment to, consultant posts including those at DPH level. In all appointments, employers will wish to ensure that an applicant's areas of competence meet those required in the person specification.**

### How to Apply

1. To apply, please visit the link below:

<https://penna.com/job/b824ae7d-a162-2a5a-a24a-2fa0bbb2fbe1>

2. **Upload your CV** under “Please select one of the options below.”
3. **Complete the short mandatory fields** on the next page.
4. Use ‘**Add Attachments**’ to upload your Supporting Statement and any other documents.
5. Please ensure that the file name of your CV and supporting statement includes your **full name**.
6. Ensure **both CV and Supporting Statement** are uploaded **before submitting** your application.