

<b>Job title:</b>	<b>Director of Public Health (encompassing the role of Chief Medical Officer)</b>
<b>Division/Directorate:</b>	Isle of Man Cabinet Office, Directorate of Public Health
<b>Salary:</b>	TBC - competitive
<b>Managerial accountability:</b>	Chief Operating Officer, Cabinet Office
<b>Location:</b>	Cronk Coar, Noble's Hospital Site, Isle of Man. The successful candidate will be required to relocate if not an Isle of Man resident.
<b>Hours per week:</b>	40
<b>Job type:</b>	Medical

### **Overview**

The Isle of Man Director of Public Health (DPH), encompassing the role of Chief Medical Officer (CMO), is the professional head of public health and the principal medical and public health advisor to the Council of Ministers, senior officers and system partners.

The DPH leads the public health directorate spanning health intelligence, health protection (including emergency preparedness), health improvement, public health input into health and care service planning and commissioning, research governance and regulation.

### **Public Health on the Isle of Man**

The Isle of Man is a self-governing Crown Dependency with its own legislature and health service. The public health directorate covers functions that in England and Wales would be found across the Department of Health and Social Care, arms-length bodies (including Health Research Authority, Medicines and Healthcare products Regulatory Agency), Office for Health Improvement and Disparities, UK Health Security Agency and public health functions found in local authorities.

The directorate is responsible for delivery of the four domains of public health: health improvement, health protection, public health intelligence and healthcare public health. In addition, the regulatory oversight and strategic development of health and care research and regulatory oversight for specific areas of health and care sit with the Directorate.

The directorate provides strategic leadership and guidance to protect and improve the health of our island nation through a whole systems approach across government departments and the wider community. It sits within the Isle of Man Cabinet Office to facilitate the provision of public health advice to the Council of Ministers when required, and to facilitate the protection and improvement of health through policy and strategy across all departments.

Although not part of UK public health systems, the directorate works closely with UK organisations (e.g. UK Health Security Agency, Office for Health Improvement and Disparities and the Association of Directors of Public Health), as well as with the other Crown Dependencies (the Channel Islands) and UK Overseas Territories.

The directorate works particularly closely with the Isle of Man Department of Health and Social Care (the body responsible for health and care strategy and policy) to agree specifications, quality assurance, outcome measures and key performance indicators for public health services and programmes delivered by Manx Care (the national health and social care provider). These include vaccination and immunisation, screening services, sexual health services, healthy child programme, childhood measurement programme, and addiction services.

The DPH's role as Chief Medical Officer is complementary to the DHSC, holding responsibility to advise

### **Job Purpose and Responsibilities**

- The DPH will have strategic responsibility across all public health functions.
- The post holder will provide senior leadership, management and oversight of the health protection function including communicable disease control, non-infectious environmental hazards/chemical incidents, screening and vaccination and immunisation.
- The post holder will play a key role in developing, shaping and assuring the health protection function, which will include managing individuals and teams, working closely with partners, and ensuring delivery of high quality surveillance, response and support systems. The post holder will have responsibility for developing and maintaining close working relationships both internally and with partner organisations. In addition they will contribute to and lead on national priorities, including contribution to wider public health initiatives consistent with whole systems approaches and integrated working.
- The post holder will be expected, when required, to assume overall responsibility for the management of incidents and outbreaks of infectious diseases, lead the Health Protection response to non-infectious environmental hazards and chemical incidents and assume overall responsibility for the day to day running of the acute response function.
- The post holder will provide expert public health leadership, advice and support to the Island's Emergency Planning and Pandemic Preparedness arrangements.
- The post holder will work with DHSC and Manx Care to agree the specifications for and receiving assurance on the delivery and outcomes from vaccination and immunisation programmes, and screening programmes delivered by Manx Care. The post holder will work with stakeholders to improve uptake and coverage.
- The post holder will provide expert public health support and whole system leadership to DHSC and Manx Care to ensure an evidence based approach to policy development, commissioning, and delivery of high quality, equitable, health and care services and pathways.
- The post holder will provide expert public health support and leadership to Manx Care to improve health and reduce inequalities through the planning and delivery of evidence based prevention and identification and early intervention programmes in health and care services.
- The post holder will work with the Public Health Intelligence team, DHSC and Manx Care to develop frameworks and systems for population health management, including key process and outcome indicators.
- The post holder will work with DHSC and Manx Care to provide strategic direction for the development of health and social care research capability and capacity on the Island, and strategic direction for oversight of the regulatory functions within the remit of the Directorate.
- To advise, in conjunction with the Accountable Officers in Manx Care and DHSC, the relevant parties of the outcome and implications of inspections conducted by external bodies, for example CQC, and seek that recommended actions are fully implemented and appropriately reviewed to seek compliance.
- Work closely with relevant parties to develop and communicate the strategic vision for clinical governance and support the responsible officers in Manx Care to galvanize and support staff in

promoting our commitment to governance and risk.

- Advise on aspects of clinical governance that are delivered to the population
- Oversee the Caldicott Guardian function for the public health directorate.
- Strategically lead the roll out of population health management across the health and social care system.
- Champion and provide leadership on cancer screening programmes.
- Provide executive leadership for public health prevention programmes and delivery.
- Develop an evidence-based repository and way of working that supports evidence based practice and evaluation of outcomes.
- Develop public health research, development and innovation.
- Provide strategic advice regarding medicines management and individual funding requests as and when required.
- Be accountable for all matters relating to the relevant Public Health professional colleagues across the employed clinical and care workforce.
- The post holder will have a job plan developed in discussion with the Chief Officer, individual objectives and annual work programme that supports the delivery of these functions.
- The post holder will be expected to demonstrate expertise in the full range of relevant competencies for a Director of Public Health as set out by the Faculty of Public Health (see Appendix 2).

## **CHIEF MEDICAL OFFICER (CMO) DUTIES**

You will be accountable for statutory and non-statutory functions which are part of the Chief Medical's Officer portfolio as covered below:

- Receive notification of abortion and support public health in producing an annual report, as per Abortion Reform Act 2019
- Represent Public Health as a member of Safeguarding Board as per Safeguarding Act 2018
- Duties under the Statement of Changes in Immigration Rules to provide examination and advise on necessary treatment
- Statutory duty of enforcement and powers under the Public Health (Aircraft) Regulations 1979
- Statutory duty of enforcement and powers under the Public Health (Ships) Regulations 1979
- Act as a Suitable Person for medical staff in the civil service in relation to the GMC.

## **PARTNERSHIP WORKING**

Build effective working relationships with peers and colleagues across the system and provide outstanding clinical leadership and advice. The successful candidate will need to inspire confidence, work collaboratively and balance immediate work, for example, to drive the effectiveness of our newly established winter control room, with longer term priorities such as the development of a system-wide model.

- Take a lead in the proactive development and contribution to key relationships with a wide range of individuals and stakeholders and take responsibility for the maintenance of professional networks relevant to role.
- Influence, and where appropriate, lead the development and implementation of system wide priorities and programmes for public health action or improvement.

- Employ highly effective communication, negotiation and influencing skills to enable stakeholder relationships to deliver objectives with:
  - External organisations and wider stakeholders to ensure collaboration in strategy
  - Internal leaders and staff to gain input to the development of systems, processes and activities
- Deal with complex and conflicting subject matter problems or in day to day work load in workshops, meetings, one to one communications and other events, comprising various parts of the organisation.
- Contribute actively to the development and implementation of system wide priorities and programmes for public health action or improvement.

## **RESEARCH, TEACHING AND TRAINING**

- Contribute to research activity to complement the evidence base and where agreed, to lead research projects.
- Deliver appropriate teaching activities across a range of audiences.
- Contribute to training programmes (including clinical and educational supervision) for Foundation Year Doctors, GP Trainees and Specialist Trainees in the Public Health training scheme as these are developed, and to the training of health and care professionals and practitioners on Island.
- Ensure appropriate clinical supervision and mentorship systems are in place for staff within scope of responsibility.
- Provide clinical / professional supervision and mentorship as appropriate.

## **MANAGEMENT AND LEADERSHIP**

- To be a visible, positive leader and role model - meeting and demonstrating high professional standards.
- Line manage members of the Public Health Directorate. Where line management responsibilities are in place this will include recruitment, appraisals, disciplinary and grievance responsibilities.
- Demonstrate the Isle of Man Government leadership qualities.
- Oversee the development and implementation of policies, strategies and protocols for a wide range of public health issues.
- Responsibility for the budget of Public Health Directorate.
- Actively identify, lead and contribute to quality improvement and governance initiatives in line with strategic direction.
- Actively assist in the development of joint plans and system wide priorities for public health action or improvement.
- Ensure compliance with all confidentiality and governance requirements at all times.
- Lead and contribute to proactive and responsive media issues.
- Proactively contribute to wider organisational development.
- Lead the strategic work of the health protection function, using systems leadership approaches and skills.
- Strategically lead the development and testing of the business continuity plan.

Medically qualified members of the public health team are expected to play certain roles in medical

leadership, in relationships with the medical profession and in bringing a medical perspective to public health advice.

## **PROFESSIONAL OBLIGATIONS**

- Participate in the organisation's appraisal scheme including the professional appraisal scheme and ensure appraisal and development of any staff for which they are responsible.
- Contribute actively to the training programme for Foundation Year Doctors/Specialty Registrars in Public Health as these are developed, and to the training of practitioners and primary care professionals on Island.
- Pursue a programme of CPD, in accordance with Faculty of Public Health requirements, or other recognised body, and undertake revalidation, audit or other measures required to remain on the GMC/GDC Specialist Register or the UK Public Health (Specialist) Register or other specialist register as appropriate.

These professional obligations will be reflected in the job plan. The post-holder may also have external professional responsibilities, e.g. in respect of training or work for the Faculty of Public Health.

The above is only an outline of the tasks, responsibilities and outcomes required of the role. You will carry out any other duties as may reasonably be required by your line manager. The job description and person specification will be reviewed on an ongoing basis in accordance with the changing needs of Public Health.

The job plan, developed in conjunction with the Chief Secretary, and the job description will be subject to review in consultation with the post holder in the light of the needs of the employing organisation and the development of the speciality of public health and any wider developments in the field of public health.

## **KEY WORKING RELATIONSHIPS**

The post holder will develop working relationships and communicate regularly with a wide range of individuals, clinical and non-clinical, internal and external to the Directorate. This will include;

### Internal

- Public Health Directorate
- Cabinet Office
- Ministers and members of Tynwald
- Department of Environment, Fisheries and Agriculture
- Environmental Health Department (includes Port Health Authority)
  - Animal Health Department
  - Public Analyst Laboratory
- Department of Education, Sport and Culture
- Department of Health and Social Care
- Manx Care
- Department of Home Affairs
  - Pandemic planning
  - Emergency Response Strategic and Operational Groups
  - Prison and Probation

## External

- Manx Utilities
- Local authorities
- Isle of Man population and communities
- Third sector organisations
- Business community
- Crown Dependencies and UK Overseas Territories
- UK Public Health organisations
- Other relevant external stakeholders

## Appendix 1

### Person specification DPH (CMO)

Behaviours	Recruitment and selection
<p><b>Leadership</b> Establishing and promoting a clear public health vision which is coherent with the business strategy and the political vision for the population, and consistent with Government policy and takes account of social and economic trends. This is about role modelling through their own actions the types of behaviours expected of others in creating a high performing public health culture.</p> <ul style="list-style-type: none"> <li>• Developing an effective PH team with appropriate skill mix to enable the Government to deliver its full range of PH responsibilities</li> <li>• Developing effective relationships with elected members to ensure a coherent PH vision and operational plan</li> <li>• Work with fellow all relevant parties to enable/ensure public health perspective/principles underpin all aspects of Government policy</li> <li>• Work with communities and media to ensure needs of local communities are made explicit and addressed by the decision making groups</li> <li>• Deliver the independent report of the DPH in such a way as to compel all members of the decision making groups to take action</li> </ul>	<p>CV and Interview</p>
<p><b>Community and population focus</b> It means working together to a common agenda and objectives with a shared purpose and common values, always looking for ways to improve access to services by communities and individuals. This is seen by:</p> <ul style="list-style-type: none"> <li>• Actively seeking to understand the communities that are served and promoting and demonstrating an active commitment to meet their needs</li> <li>• Setting new standards for innovation in commissioning, influencing commissioning and delivery of services that anticipate and exceed expectations</li> <li>• Engaging with a wide range of stakeholders and partners to gather and evaluate information and make collaborative judgements and decisions</li> <li>• Making timely and where needed, difficult decisions for the benefit of the people of Isle of Man.</li> </ul>	<p>CV and Interview</p>
<p><b>Results Focus</b> Co-development of a model of health with local stakeholders (including local communities) and the metrics to support; taking account of Public Health Outcomes Framework and other relevant metric frameworks. This is seen by:</p> <ul style="list-style-type: none"> <li>• Acknowledging and working with ambiguity and complexity, making significant decisions where no precedents exist</li> <li>• Ensuring a best practice performance culture is developed and sustained</li> <li>• Setting, communicating and monitoring stretching organisational objectives</li> <li>• Pro-actively identifying corporate, directorate and service risks, and ensuring action is taken to mitigate them</li> <li>• Formulating risk management plans and creating a positive health and safety culture</li> </ul>	<p>Interview</p>

<p><b>Improvement and Change</b>  Developing and sustaining a culture of innovation and creativity underpinned by evaluation, where employees are engaged and have the desire to do things better, more efficiently and effectively to improve performance. This is seen by:</p> <ul style="list-style-type: none"> <li>• Taking risks and moving into uncharted territory while taking accountability for results and failures</li> <li>• Welcoming the inevitable mistakes as part of the creative process</li> <li>• Suggesting the unthinkable to stimulate alternate ways of thinking</li> <li>• Focusing team performance on the achievement of outcomes that will maximise the resources available</li> <li>• Finding new ways of securing or deploying significant amounts of financial resource to meet new objectives</li> <li>• Advocating and role modelling the use of evaluation techniques to support innovation</li> </ul>	<p>Interview</p>
<p><b>People Development</b>  Knowing and managing the strategic talent requirements for the organisation. It is about promoting and encouraging a culture where people focus on developing themselves and others to deliver improvement while developing careers. This is seen by:</p> <ul style="list-style-type: none"> <li>• Holding direct reports accountable for people development generally and specifically for releasing high performers for personal development</li> <li>• Articulating the many long-term benefits of talent management and developing the talent pools required for succession</li> <li>• Ensuring comprehensive workforce plans are in place</li> </ul>	<p>CV and Interview</p>
<p><b>Functional competencies</b></p> <ul style="list-style-type: none"> <li>• Demonstrates detailed knowledge of methods of developing clinical quality assurance, quality improvement and evidence based clinical and/or public health practice.</li> <li>• Full and high level of understanding of epidemiology and statistics, public health practice, health promotion, health economics and health care evaluation. Develops service practices and ensures appropriate application. Provides advice on the more complex instances.</li> </ul>	<p>CV and Interview</p>
<ul style="list-style-type: none"> <li>• Detailed knowledge and experience in driving and assisting in the management of change in a variety of settings, proactively seeking opportunities to create and implement improved service effectiveness.</li> </ul>	<p>CV and Interview</p>
<ul style="list-style-type: none"> <li>• Detailed knowledge of personnel management. Carries out effective performance management of staff and demonstrates understanding of policies related to pay, capability, disciplinary matters and grievances. Plans department activities and use of staff resources effectively. Participates in workforce planning and training needs assessments.</li> </ul>	<p>CV and Interview</p>
<ul style="list-style-type: none"> <li>• Demonstrates knowledge of project management tools and techniques. Sufficient skill to develop and implement large scale projects, utilising and leading multi-skilled project teams.</li> </ul>	<p>CV and Interview</p>
<p><b>Qualifications</b></p> <ul style="list-style-type: none"> <li>• Inclusion in the GMC Full and Specialist Register in Public Health with a licence to practice</li> <li>• If an applicant is UK trained in Public Health, they must ALSO be a holder of a Certificate of Completion of Training (CCT)</li> </ul>	<p>CV and Interview</p>



<ul style="list-style-type: none"> <li>• If an applicant is non-UK trained, they will be required to show evidence of equivalence to the UK CCT</li> <li>• MFPH by examination, by exemption or by assessment</li> </ul>	
<ul style="list-style-type: none"> <li>• Must meet minimum CPD requirements (i.e. be up to date) in accordance with the Faculty of Public Health requirements or other recognised body</li> </ul>	CV
<b>Knowledge, experience and skills</b>	
<ul style="list-style-type: none"> <li>• Understanding of national health services and local and national government cultures, structures and policies</li> </ul>	Interview
<ul style="list-style-type: none"> <li>• Understanding of social and political environment</li> </ul>	Interview
<ul style="list-style-type: none"> <li>• Excellent oral and written communication skills (including dealing with the media) including to present to mixed audiences and the media</li> </ul>	CV and interview
<ul style="list-style-type: none"> <li>• Practical experience in facilitating change</li> </ul>	Interview
<ul style="list-style-type: none"> <li>• Budget management skills</li> </ul>	CV and interview
<ul style="list-style-type: none"> <li>• Understanding of the public sector inequality duty and the climate change duty and their application to public health practice</li> </ul>	Interview
<ul style="list-style-type: none"> <li>• The normal duties of the role may involve travel on a regular or occasional basis. It is a condition of employment that the role holder can exercise satisfactory travel mobility in order to fulfil the obligations of the role. For those journeys where an alternative form of transport is unavailable or impracticable the role holder will be required to provide a suitable vehicle</li> </ul>	Interview
<ul style="list-style-type: none"> <li>• This position is subject to a criminal records disclosure check</li> </ul>	<b>YES</b>
<ul style="list-style-type: none"> <li>• This is a politically restricted position</li> </ul>	<b>YES</b>
<ul style="list-style-type: none"> <li>• Willingness and ability to relocate to the Isle of Man if successful</li> </ul>	<b>YES</b>

## Appendix 2

### Faculty of Public Health: competencies expected of all public health consultants / specialists

#### (Based on the 2022 PH Specialty Training Curriculum)

All consultants irrespective of their background are expected to be proficient in the competencies set out below.

#### **I. 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.*

#### **II. 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.*

#### **III. Policy and strategy development and implementation**

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

#### **IV. 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.*

#### **V. Health Improvement, Determinants of Health, and Health Communication**

*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.*

#### **VI. 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.*

#### **VII. 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.*

#### **VIII. 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.*

**IX. 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.*

**X. 10. Integration and application 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.*

The DPH as a public health leader is expected to have both the technical expertise as well as the ability to use those techniques to both, lead and support the development of complex solutions to improve the health and wellbeing of local communities. In addition, they are expected to have skills and the attitudes to be able to present the results of applying their technical expertise so that they are understandable and stimulate actions by a range of individuals and organisations.