

# CANDIDATE BRIEFING PACK

Director of Public Health & Communities

Prepared for BCP Council

September 2024

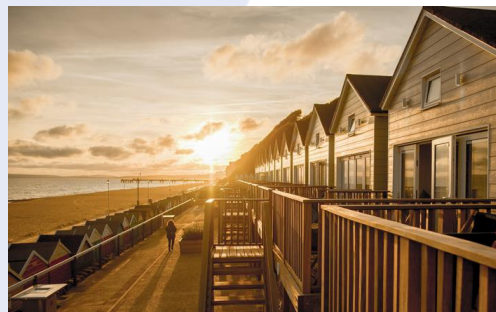


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## Welcome Letter

Dear Candidate,

Welcome to Bournemouth, Christchurch and Poole (BCP) Council. We are one of the UK's largest unitary authorities and home to stunning natural beauty, diverse communities, and huge potential. BCP Council has a bold vision for creating sustainable, safe, and healthy communities where people, nature, coast, and towns come together harmoniously.

Your role as our first-ever Director of Public Health and Communities is at the heart of this vision.

Following the disaggregation of our shared public health service with Dorset, this newly established role will lead the creation of a dedicated Public Health function within BCP Council. This is an important moment for our Council. You will be at the forefront of this opportunity, leading the creation of a new Directorate that integrates public health with community services.

Your leadership will be instrumental in ensuring that we deliver innovative, impactful, and equitable health outcomes for all residents. You will bring public health expertise to tackle complex and pressing challenges – from health inequalities to community safety and creative health - your work will resonate across every aspect of our residents' lives.

As a senior leader in our Wellbeing Directorate, our senior leadership team and a key player in the Dorset Integrated Care System, you will share our vision and our values. Your passion for public health will be vital in shaping strategies that not only meet the needs of our communities today but also lay the foundation for the future.

If you have a strong background in public health and a commitment to making a tangible difference within communities, we would be delighted to hear from you. This is more than just a role—it's an opportunity to make a lasting impact for the people of Bournemouth, Christchurch, and Poole.

Thank you for considering this exciting opportunity. I look forward to receiving your application and to potentially welcoming you to our team.

Best regards,

Jillian Kay  
Corporate Director for Wellbeing  
Bournemouth, Christchurch and Poole Council



## Advertisement

**Beside the sea, beyond expectations!**

**Director of Public Health & Communities**

**Salary: £118,315 (2024/2025 Pay Award Pending) plus up to £8,000 Relocation Scheme**



BCP Council has a bold vision for creating sustainable, safe and healthy communities where people, nature, coast and towns come together harmoniously. We're the tenth-largest urban local authority in England and our communities are vibrant and diverse. Our corporate priorities are underpinned by our approach to put our people at the heart of our services.

We're seeking our first ever Director of Public Health and Communities as a central part of this mission. The creation of this new role follows the recent decision to create separate public health functions for BCP Council and Dorset Council, disaggregating the pan-Dorset shared service and forming a new partnership as part of the Dorset Integrated Care System. We're searching for a dynamic Public Health professional and leader to shape and deliver an aspirational public health function alongside our ambitions for empowering communities.

This is a fantastic opportunity for someone to develop and lead a new focused team, have a huge influence across the council and the place, and work collaboratively with communities and partners to make a real difference to residents. You'll spearhead the development of the public health and community services across Bournemouth, Christchurch and Poole, enhancing residents' health and well-being, mitigating health inequalities, and safeguarding local communities.

We're seeking an inspirational leader who can develop and implement a comprehensive public health strategy along with innovative, data and intelligence led initiatives to address the key challenges in our communities.

You'll be included in the GMC Specialist Register/GDC Specialist List or UK Voluntary Register for Public Health Specialists and will demonstrate expertise in the Faculty of Public Health Competencies.

You'll be a highly effective and visible leader, with the vision and presence to inspire and empower our communities to achieve the best possible outcomes.

You'll have a unique opportunity to be bold, creative and do things differently, whilst helping us to make a real impact.

For further information about this exciting opportunity please call our advising consultants at Penna:

Ali Tasker on 07514 728114 or email: [ali.tasker@penna.com](mailto:ali.tasker@penna.com),

Nick Raper on 07715 690463 or email: [nick.raper@penna.com](mailto:nick.raper@penna.com)

Rachael Morris – 07840 711217 or email: [Rachael.morris@penna.com](mailto:Rachael.morris@penna.com)

BCP Council is an Equal Opportunities employer. We welcome applications from all backgrounds within the community.

**[Apply for Director of Public Health & Communities](#)**

**Closing Date: Midnight, Sunday 27 October 2024**



## Job Description

# Director of Public Health and Communities

<b>Role Profile</b>	Leadership Grade
<b>Service/Team</b>	Public Health and Communities
<b>Reports to</b>	Corporate Director of Wellbeing
<b>Number of posts</b>	1

### **My job improves the quality of life for the people of Bournemouth, Christchurch & Poole Council by...**

Providing strategic leadership to public health and community services, leading and engaging across the council and as part of the Dorset integrated care system to promote health and wellbeing, early intervention and tackle inequalities in our communities.

<b>Title</b>	Director of Public Health and Communities
<b>Employing Organisation</b>	BCP Council
<b>Accountable to</b>	Professionally accountable to the Council (and the OHID/DHSC Regional Director of Public Health) Managerially accountable to the Corporate Director for Wellbeing (with independent professional advice to Chief Executive)
<b>Hours</b>	Full time
<b>Work base</b>	Civic Centre, Bournemouth
<b>Salary</b>	Up to £118,315 (2024/2025 Pay Award Pending) plus up to £8,000 Relocation Scheme
<b>Key relationships</b>	<ul style="list-style-type: none"><li>• Cabinet/Portfolio holder</li><li>• Corporate Management Board</li><li>• Dorset Council</li><li>• Dorset Integrated Care Board and system partners</li><li>• UK Health Security Agency</li><li>• Office for Health Improvement and Disparities</li><li>• Health and Wellbeing Board</li><li>• Local Resilience Forum</li><li>• NHS England</li><li>• The public and the press</li></ul>

### **Job overview**

BCP Council recently launched a new corporate strategy, our shared vision for Bournemouth, Christchurch and Poole – where people, nature, coast and towns come together in a sustainable, safe and healthy communities. The new role of Director of Public Health and Communities is at the heart of this vision for the health and wellbeing of people and communities, and a healthy place and environment.

You will be responsible for shaping the role and the new directorate, bringing together services and teams into the first ever public health function embedded within BCP Council. As part of this journey, we have begun the process of separating our public health shared

This job description is not exhaustive and reflects the type and range of tasks, responsibilities and outcomes associated with this post.

service with Dorset Council and expect this to be complete by 1 April 2025. You will lead the process from here and will land the new Public Health and Communities Directorate positively within the Council. You will work closely with the Corporate Director for Wellbeing, supporting staff teams and maximising the opportunity of an embedded public health function for the Council – and for residents.

You will promote innovative approaches to healthy people and place, playing an influential role across the council. You will bring public health expertise to a range of priorities from promoting integration and prevention, to community safety and creative health.

You will lead as part of the Health and Wellbeing Board on an ambitious health and wellbeing strategy aimed at engaging communities, improving healthy life expectancy and promoting healthy and fulfilled lives. You will support the Health and Wellbeing Board to deliver its statutory duty to promote integration for the benefit of local communities

You will play a key systems leadership role as part of the Dorset integrated care system, Our Dorset, collaborating with partners to achieve greater impact for residents. You will take a lead role on aspects of the Integrated Care Partnership strategy and will form a collaborative relationship with the Director of Public Health and their team in Dorset Council (the hosts of the current shared service).

You will bring together strengths-based approaches to communities and community development, with public health expertise and insight, developing and delivering strategies to tackle health inequalities through targeted engagement and a focus on early intervention.

Working with partners across health, probation, police, fire and other council departments, you will ensure effective strategies, systems and approaches to keep residents safe – through responsibilities for health protection and community safety.

This is a unique opportunity to lead and drive forward this change for the benefit of our residents.

### **Specific accountabilities**

The Director of Public Health is the system leader for improving the health and wellbeing of residents, reducing inequalities in health outcomes and protecting local communities from public health hazards (infectious diseases and environmental threats). As such, the Director of Public Health is a statutory chief officer of the authority and the principal adviser on all health matters to elected members, officers and partners, with a leadership role spanning health improvement, health protection and healthcare public health.

The DPH will deliver statutory responsibilities effectively, including the delivery of the mandated services and advise Bournemouth, Christchurch and Poole Council on its statutory and professional public health obligations.

The DPH will be expected to use all the resources at their disposal to ensure that the local public health system is able to tackle the full range of determinants of health affecting communities in Bournemouth, Christchurch and Poole, to improve population and planetary health. You will be an advocate for improving health and wellbeing and reducing health inequalities.

This job description is not exhaustive and reflects the type and range of tasks, responsibilities and outcomes associated with this post.

Section 73A(1) of the NHS Act 2006, inserted by section 30 of the Health and Social Care Act 2012, gives the Director of Public Health responsibility for:

- all of their local authority's duties to improve public health.
- any of the Secretary of State's public health protection or health improvement functions that s/he delegates to local authorities, either by arrangement or under regulations – these include services mandated by regulations made under section 6C of the 2006 Act, inserted by section 18 of the 2012 Act.
- exercising their local authority's functions in planning for, and responding to, emergencies that present a risk to public health.
- their local authority's role in co-operating with the police, the probation service and the prison service to assess the risks posed by violent or sexual offenders.
- such other public health functions as the Secretary of State specifies in regulations.
- producing an independent annual report on the health of local communities.

You will lead the integration of Public Health and Communities into one service directorate, bringing your experience of leading and managing change to create a high performing team.

You will lead the development and delivery of strategy and service plans for Public Health and Communities that align to the Corporate Strategy. You will ensure delivery of a system to support surveillance, monitoring and evaluation of health and wellbeing and inequalities in health outcomes of local communities (including an easily accessible Joint Strategic Needs Assessment System).

You will lead the development and delivery of a Council wide empowering communities programme, taking an adaptative leadership approach, testing, learning, and changing as knowledge is developed.

You will oversee the Council's strategic lead for the Safer BCP Community Safety Partnership, ensuring the Council's statutory responsibilities are met. You will bring public health approaches and insights to this area.

You will provide assurance that the health protection system for local communities is fit for purpose and ensure that the Council has implemented EPRR responsibilities. You will work with the UKHSA Centre and NHS England to ensure local communities are protected from infectious disease threats (including food and water borne disease, pandemics etc) and environmental hazards.

You will bring leadership to equality, diversity and inclusion for the council, and will work across the council, ensuring that corporate strategies and policies are aligned to our

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ambitions for working with and supporting our communities to ensure equity for all. You will ensure all activity undertaken by the Council takes into account both the need to reduce inequalities as well as the requirements of the Equality and Diversity Act.

You will actively encourage a culture of working that seeks out those whose voices are seldom-heard in decision-making processes, encouraging the formation of strong and strengthened trusting relationships.

You will ensure a programme of action within and out with the Council to impact on the wider determinants of health that will promote improvements in health and wellbeing of local communities and reduction of health inequalities. You will embed horizontal and vertical collaboration across the Directorate and the council through service plans and embedding cultural change, ensuring the influence of public health to maximise community benefit.

You will work in partnership with ICSs and Directors of Social care to take responsibility for Population Health and Care; including oversight and promoting population coverage of immunisation and screening programmes. You will provide public health advice (the core offer) to ICSs supporting the commissioning of appropriate, effective (based on evidence), and equitable health services.

You will ensure services for improving health and wellbeing of local communities are commissioned within the Council policy for procurement and monitoring system and are responsive to the needs of the communities in Bournemouth, Christchurch and Poole and over time. You will set the framework for standards for commissioning and delivery; including the promotion of innovative approaches and appropriate risk management systems which are responsive to performance challenges. You will ensure scientific principles of evaluation underpin all commissioning and delivery of health and wellbeing services.

You will work to finalise the design of the Directorate and manage an effective transition of staff, budgets and contracts from Public Health Dorset into BCP Council. You will build a strong, constructive and collaborative working relationship with the new public health team in Dorset Council.

You will provide leadership within the community and voluntary sector and develop, through the empowering Council approach, strategic programmes to create opportunities which empower communities to help themselves and one another by removing barriers and unnecessary bureaucratic processes.

You will represent the service directorate and Council in a professional manner within local government, regional, national government, voluntary and community agencies and forums and partnerships. You will develop a constructive relationship with the media and the public, within the context of the Council Communications policy and use the Faculty of Public Health, the LGA, the ADsPH, UKHSA and other channels to advocate for the public's health.

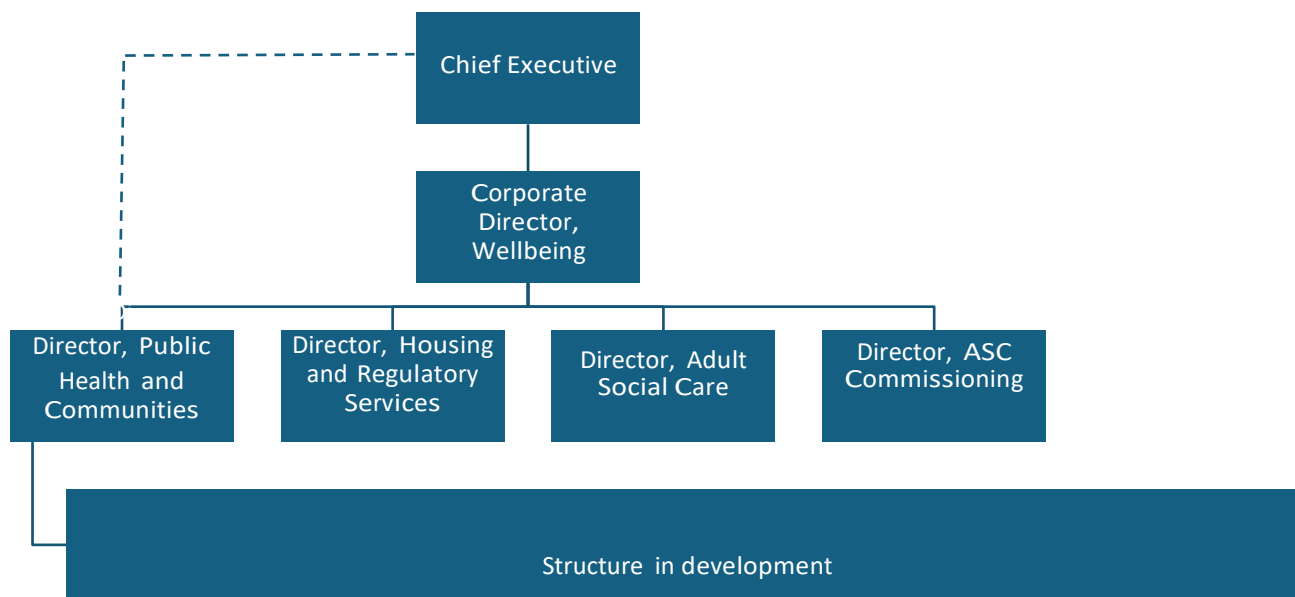
You will embed a culture of ownership of the BCP brand, driving our core values of pride, passion, respect, integrity, and innovation throughout the service directorate and in all your work.

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## Management arrangements

The Director of Public Health will be professionally accountable to the Council (and Secretary of State for Health through OHID/DHSC) and managerially accountable to the Corporate Director for Wellbeing (with an independent professional advice line to the Chief Executive). An initial job plan will be agreed with the successful candidate and reviewed annually.



The full scope of the role and detailed organisational structure is under development and completing the design of the new directorate is one of the key early responsibilities of the postholder, as they manage the transition from the current shared service into an embedded public health function.

Staff numbers and budget will be confirmed following the ongoing separation from the shared service agreement with Dorset Council. Public health grant for BCP Council in 2024/25 is £21M.

The Director of Public Health will be expected to:

- Manage directorate staff including direct line management duties, management, development and wellbeing of staff in the directorate enabling high performance.
- Ensure appropriate management and support for Public Health Specialty Registrars.
- Manage budgets including significant grant funding.
- Take part in on call arrangements for communicable disease control/health protection as appropriate.

### Professional responsibilities

Professional responsibilities will be reflected in the job plan. The Director of Public Health will be expected to:

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- Participate in the organisation's staff and professional appraisal scheme and ensure participation of all staff members.
- Ensure quality improvement (and clinical governance) programmes are an integral component of the public health approach in the Council.
- Contribute actively to the training programme for Foundation Year Doctors/Specialty Registrars in Public Health as appropriate, and to the training of practitioners and primary care professionals within the locality.
- Pursue a programme of CPD, in accordance with Faculty of Public Health requirements, or other recognised body, and undertake revalidation or other measures required to remain on the GMC/GDC Specialist Register with a license to practice or the UK Public Health (Specialist) Register or other specialist register as appropriate.
- Practise in accordance with all relevant sections of the General Medical Council's Good Medical Practice (if medically qualified).
- Agree any external professional roles (Educational Supervisor, Appraiser, etc.) and the time required to deliver those roles with the Council.

### **Wellbeing**

BCP Council is committed to supporting health and wellbeing at work. The postholder will have access to occupational health and wellbeing support through the employee assistance programme in line with the Council's policies. Further information will be provided to the postholder to ensure timely access when in post.

### **Work programme**

A job plan will be agreed with the postholder on appointment. Following appointment there will be a meeting at no later than three months with the line manager to review and revise the job plan and objectives of the post holder. The overall split of the programmed activities is 7.5 to be devoted to public health duties and 2.5 to supporting professional activities (as per the Academy of Medical Royal Colleges recommendation). These professional obligations should 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. Time allocation for these additional responsibilities will need to be agreed with the line manager.

## **Appendix 1: 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.

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**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 practice 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. 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.

**Appendix 2: Person specification (Director of Public Health, BCP Council)**

**Competencies and other requirements**

<b>Behaviours</b>	<b>Recruitment and selection</b>
<p><b>Leadership</b> Establishing and promoting a clear public health vision which is coherent with the corporate strategy and the political vision for the Council and Integrated Care System, consistent with Government policy and takes account of social and economic trends. A collaborative leader who is able to hold their opinions lightly. 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 Authority 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 directors to enable/ensure public health perspective/principles underpin all aspects of LA delivery.</li><li>• Work with communities and media to ensure needs of local communities are made explicit and addressed by the H&amp;WB.</li><li>• Deliver the independent report of the DPH in such a way as to compel all members of the H&amp;WB to take action.</li></ul>	CV and Interview

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<p><b>Community and population focus</b></p> <p>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>• Promoting best practice around 'what works' to release the power of communities in a systemic shift in how we work 'with', not 'at', our communities.</li> <li>• Setting new standards for innovation in 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 Bournemouth, Christchurch and Poole.</li> </ul>	<p>Application form Interview</p>
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<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, the NHS Outcomes Framework and the Social Care Outcomes Framework.</p> <p>This is seen by:</p> <ul style="list-style-type: none"> <li>• An energetic and driven leader who works at pace and delivers results</li> <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 and 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. An agile leader who builds a positive culture of learning and reflection while delivering quality services. 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>Application form  Interview</p>

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<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>Application form 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>Application form 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>Application form 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>Application form</p>
<p><b>Qualifications</b> <a href="http://legislation.gov.uk">The National Health Service (Appointment of Consultants) Regulations 1996 (legislation.gov.uk)</a></p> <ul style="list-style-type: none"> <li>• In line with legislation, inclusion in the GMC Full and Specialist Register with a license to practice/GDC Specialist List <b>or</b> inclusion in the UK Public Health Register (UKPHR) for Public Health Specialists <b>at the point of application.</b></li> <li>• 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.</li> <li>• Public health specialty registrar applicants who are currently on the UK public health training program and not yet on the GMC Specialist Register, GDC Specialist List in dental public health or UKPHR must provide verifiable signed documentary evidence that they are within 6 months of gaining entry to a register at the date of interview.*</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), 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</li> </ul>	<p><b>Recruitment and selection</b> Application form</p>
<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>	<p>Application form</p>

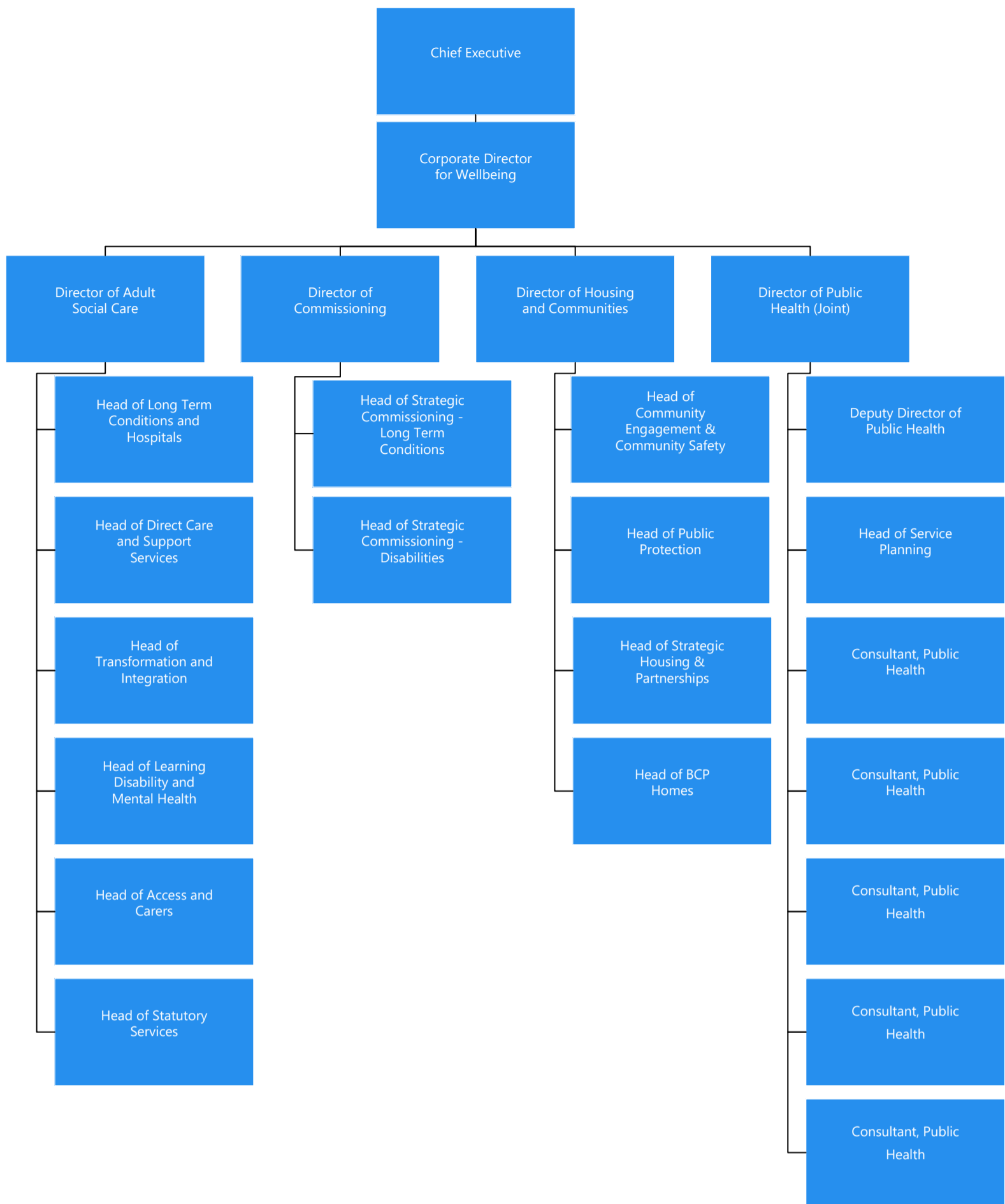
This job description is not exhaustive and reflects the type and range of tasks, responsibilities and outcomes associated with this post.

<b>Knowledge, experience and skills</b>	
<ul style="list-style-type: none"> <li>• Understanding of NHS and local 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>• Ability to communicate effectively at all levels, including active listening skills, presenting to a range of audiences and the media</li> </ul>	Application form Interview
<ul style="list-style-type: none"> <li>• High level of personal credibility, integrity, and emotional intelligence.</li> </ul>	Interview
<ul style="list-style-type: none"> <li>• Practical experience in facilitating change</li> </ul>	Application form Interview
<ul style="list-style-type: none"> <li>• Budget management skills</li> </ul>	Application form
<ul style="list-style-type: none"> <li>• Drives equality, diversity and inclusion, with an understanding of the public sector duty and the inequality duty and their application to public health practice</li> </ul>	Application form 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>	Application form
<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 restrictive position</li> </ul>	<b>YES</b>

***\*\*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.***

This job description is not exhaustive and reflects the type and range of tasks, responsibilities and outcomes associated with this post.





## 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.
- 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
<b>Closing Date</b>	Midnight, Sunday 27 October 2024
<b>Shortlist Meeting (Candidates are not required to attend)</b>	31 October or 1 November 2024
<b>Assessment Centre and Final Panel Interviews</b>	W/c 4 or 11 November 2024

To apply for this role, please click the following link: [Director of Public Health and Communities](#)

For further information or confidential discussion, please contact:

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