



**Isle of Man
Government**
Reiltys Ellan Vannin

*Working together
for the*
Isle of Man



Director of Public Health
Cabinet Office

Candidate Information Pack

Isle of Man
Public Service
Careers

*A welcome from
the Chief
Operating Officer,
Megan Mathias*



Thank you for your interest in our Director of Public Health position within the Cabinet Office.

The Public Health Directorate, which forms part of the Cabinet Office, offers a unique opportunity to drive Public Health initiatives for the Isle of Man. With a compact jurisdiction and a clearly defined population, you'll have the advantage of seeing the broader picture and having significant influence.

While the principles of Public Health align with those of the UK, this role offers a wide-ranging portfolio, placing you at the forefront of government operations, interacting at a political level and with the media as necessary. You'll experience a diverse scope of responsibilities, operating at local, regional, and national levels on a daily basis.

The role also involves collaboration with other departments on various objectives, including recent endeavours such as the Transport Strategy with the Department of Infrastructure and various screening programs facilitated by Manx Care.

In line with the government's objectives outlined in [Our Island Plan](#), this is a great time to step into an important leadership position. You'll have a genuine opportunity to shape the future of health and wellbeing for the Isle of Man and its residents.

We look forward to speaking to you in more detail about the role and what the Island has to offer. In this pack you will find out more about this critical role and the skills and qualities we are looking for.

Please feel free to contact me at **Megan.Mathias@gov.im** and I would be happy to arrange a convenient time to discuss the role further.

Megan



Isle of Man
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About *Public Health in the Isle of Man*

The role of Public Health Isle of Man is to protect and improve the health and wellbeing of residents and to reduce health inequalities. This is achieved through strong partnerships with individuals, communities and key public, private and voluntary organisations.

Our Vision

The role of Public Health Isle of Man is to protect and improve the health and wellbeing of residents and to reduce health inequalities. This is achieved through strong partnerships with individuals, communities and key public, private and voluntary organisations.

Our functions:

Health Intelligence

Gathering and analysis of data to assess health and health needs of the local population, ensuring data is accessible to all decision makers and continuously improving the quality of the data collected.

Health Protection

Has overall responsibility for the management of incidents and outbreaks of infectious diseases. Leads Public Health response during incidents in line with the Emergency Planning Resilience and Response (EPRR) arrangements as part of the Isle of Man Emergency Response Plan. Strategically develops and maintain effective systems for the surveillance of communicable disease and environmental hazards and uses outputs to inform and influence local and national Public Health actions, policies and strategies. Responsible (with DHSC) for strategic commissioning of vaccination and immunisation programmes and population screening programmes.

Health Improvement

Strategic assessment of the population's health and wellbeing to identify where new policies, strategies and initiatives are needed to improve health and wellbeing, and reduce health inequalities.

Health Care Public Health

Working with partners across Manx Care and DHSC to assess clinical efficiency, examine commissioning and develop services to improve the overall healthcare experience for residents.

Research Governance and Regulation

Providing advice and guidance on the application process for research projects on the Isle of Man. This includes reviewing and updating legislation to ensure that research governance is within a statutory framework, developing local policies to support appropriate engagement with commercial entities, and maintaining the Isle of Man Research Ethics Committee.



A special place to live and work

The Isle of Man occupies a central position in the Irish Sea and the British Isles - between England and Ireland. The Island is accessible by sea and by air, with over 200 weekly flights off Island.

The Island is blessed with an extensive coastline, stunning natural landscapes and unspoilt beaches and is a popular holiday destination. Measuring 33 miles long and 13 miles wide, with a population of over 80,000 people, the Island has a diverse landscape, including glens, forests and beaches.

The Isle of Man is a self-governing country, but has always had and continues to have very strong ties to the UK. The Island offers an excellent education and an NHS style free healthcare system.

The Island has a strong national Manx identity and culture that is community spirited and celebrated with cultural, food and drink and sporting festivals throughout the year including the world renowned TT races, the Isle of Man Food and Drink Festival and the Manx Telecom Parish Walk.

Those living in the Island benefit from an unbeatable quality of life and great lifestyle opportunities. The Island is one of the safest places to live in Europe and is the only Island Nation in the world to be awarded UNESCO Biosphere status, making it a truly unique location to live and work.

All the information you could need on the Isle of Man is available for you at www.locate.im.



About the role

As Director of Public Health (encompassing the role of Chief Medical Officer) you will be the principal medical and Public Health advisor to the Council of Ministers, providing health and clinical advice and will lead the Public Health Directorate and all of its functions.

As a senior member of the Cabinet Office, you will provide confident, visible, strategic and values led leadership and direction for the Directorate.

You will:

Purpose and Responsibilities

- Have **strategic responsibility** for all Public Health functions
- **Develop, shape and assure** the health protection function
- **Lead** the response to incidents and outbreaks of infectious diseases/ non-infectious environmental hazards
- **Provide** expert leadership, advice and support to Emergency Planning and Pandemic Preparedness arrangements
- **Support and advise** DHSC and Manx Care on Screening and Immunisation programmes
- **Support** the DHSC and Manx Care to ensure an evidence based approach to the delivery of high quality care services reducing inequalities
- **Liase** with the Public Health intelligence team, along with DHSC and Manx Care, to develop frameworks and systems for population health management
- **Oversee** the regulatory functions of the directorate and develop the health and social care research capability and capacity on the Island
- **Create** own job plan with the Chief Secretary identifying objectives supporting the delivery of the directorates functions
- **Demonstrate** a full range of expertise as set out by the Faculty of Public Health
- **Advise** on the outcomes of inspections and ensure recommended outcomes are implemented
- **Communicate** the strategic vision for clinical governance
- **Participate** in the assurance process for governance attending key meetings
- **Champion** and lead 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.
- **Act as** a Suitable Person for medical staff in the civil service in relation to the GMC.
- Have **leadership responsibility** for inequalities work across Government
- **Oversee** the Caldicott Guardian function for the public health directorate

About the role

Partnership Working

- **Take a lead** in the proactive development and contribution to key relationships with a wide range of individuals and stakeholders
- **Influence, lead and contribute** to the development and implementation of system wide priorities and programmes
- Use your **negotiation and influencing skills** to enable stakeholder relationships to deliver
- **Deal** with complex and conflicting subject matter problems

Research, Teaching and Training

- **Contribute** to research activity to complement the evidence base
- **Deliver** appropriate teaching activities across a range of audiences
- **Contribute** to training programmes (including supervision) of health and care professionals and practitioners on Island
- **Ensure** appropriate clinical supervision and mentorship systems are in place
- **Provide** clinical / professional supervision and mentorship as appropriate

Management and Leadership

- **Be a visible, positive leader** and role model
- **Line manage** members of the Public Health Directorate
- **Demonstrate** the Isle of Man Government leadership qualities
- **Oversee** the development and implementation of policies, strategies and protocols
- Have **responsibility** for the budget of Public Health Directorate

- **Identify, lead and contribute** to quality improvement and governance initiatives
- **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
- **Lead and contribute** to proactive and responsive media issues
- **Strategically lead** the development and testing of the business continuity plan

Professional Obligations

- **Participate in** the organisation's appraisal scheme including the professional appraisal scheme
- **Contribute actively** to the training programme for Foundation Year Doctors/ Specialty Registrars in Public Health, 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, to remain on the specialist register as appropriate

Key Working Relationships

- You will **develop effective working relationships** and communicate with a wide range of individual's including:

Internal

- Other Government Departments
- Ministers of Tynwald
- Health Protection Committee

External

- Manx Utilities
- Local Authorities
- Isle of Man population and communities

What do you need to be successful?

Positive Leadership Skills

Establish and promote a clear public health vision which is in line with the business strategy and political vision for the population, and consistent with Government policy and takes account of social and economic trends. You will role model through your own actions the types of behaviours expected of others in creating a high performing public health culture.

Community and Population Focused

You will work with the Directorate and other stakeholders 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.

Results Focused

Co-develop a model of health with local stakeholders (including local communities) and the metrics to support; taking account of Public Health Outcomes Framework.

Strive for Improvement and Change

Develop and sustain a culture of innovation and creativity, where employees are engaged and have the desire to do things better, more efficiently and effectively to improve performance.

Ensure People Development

Know and manage the strategic talent requirements for the organisation. You will promote and encourage a culture where people focus on developing themselves and others to deliver improvement while developing careers.

Functional Competencies

Demonstrate detailed knowledge and experience of:

- Methods of developing clinical quality assurance, quality improvement and public health practice and high level understanding of epidemiology, statistics and public health practice
- Personnel management and project management skills
- Driving and assisting in the management of change to improve service effectiveness

What do you need to be successful?

Qualifications

- GMC registration on the specialist register in Public Health with a licence to practice
- Hold a Certificate of completion Training (CCT) if trained in the UK
- Evidence of equivalent UK CCT if non-UK trained
- Meet minimum CPD requirements in accordance with Faculty of Public Health

Knowledge, Experience and Skills

- Understanding of health and social care services and government cultures, structures and policies
- Understanding of social and political environment and be able to present to mixed audiences and the media
- Experience facilitating change and budget management skills
- Understand the public sector inequality duty and your duty to climate change

Leadership Qualities

The Isle of Man Public Service Leadership Qualities is a newly established framework that builds on the core qualities we use to lead effectively across the Public Service. These qualities are **self-awareness, challenge, strategic, trust** and **critical thinking**.

When demonstrated, these qualities not only support, but also help drive our overarching vision of **working together for the Isle of Man**.

The Leadership Qualities have been designed with the Isle of Man Public Service values in mind. Our values are:

- We value, trust and respect one another
- Communication is open and people are listened to
- Innovation and creativity are encouraged.

We will be assessing you against the Leadership Qualities when reviewing your application and in any recruitment assessments or exercises.