WE ARE NEWHAM.

Recruitment

Director of Public Health

Candidate Pack | March 2026

Newham London

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Welcome

From Fiona Connolly,
Corporate Director of Adults and Health

Dear Candidate,

Thank you so much for taking the time to explore these roles. I really do appreciate it, because choosing where you invest your leadership energy matters. And if you are someone who is driven by purpose, complexity and the chance to make a visible difference, Newham is a place where your work truly counts.

We are at a genuine turning point. The past few years have been challenging, and I won't pretend otherwise. But we are now moving into a much more stable and hopeful phase: clearer priorities, stronger governance, a renewed sense of direction, and a leadership team that is grounded, supportive and ambitious for our residents. It feels different, and in the best possible way.

Adult Social Care and Public Health sit right at the heart of that journey. We serve one of the most diverse populations in the country, with extraordinary strengths and significant inequalities. That combination brings responsibility, but it also brings the kind of purpose that makes this work so meaningful.

When things improve here, they improve for people who feel it immediately, older residents, carers, people with disabilities, those navigating crisis, families who need us to get things right. It's why these roles matter so much.

We also know we need leaders who bring a range of experiences and perspectives. At senior levels, our ASC workforce isn't as diverse as it should be, and I am absolutely committed to changing that. We want leaders who reflect our borough, who understand complexity, who can bring empathy and professional confidence into the room, and who can build cultures rooted in trust, respect and brilliant practice.

You will hear a lot from me about practice. Strong, values-driven social care practice is non-negotiable here, and these posts give real scope to shape that. We've invested in the service, including significant growth to our Adult Social Care budget over the coming years, because we believe in strengthening early intervention, stabilising the workforce and improving how residents experience our support every single day.

There is also something uniquely exciting about joining us now. A new leadership cohort is forming, relationships with Members are settling, our improvement programmes are clearer, and there is real appetite for people who want to help shape the next chapter, not just maintain the last one.

You won't be coming into a vacuum; you will be joining a team that is honest, kind, reflective and ready to get on with meaningful work.

If you choose to apply, you will be supported. You will be challenged. You will be trusted. And you will be joining a group of people who care, genuinely, about each other, our workforce and the residents we serve.

If any of what I've said resonates with you, then I very much hope to hear from you.

Warmest wishes,
Fiona Connolly,
Corporate Director of Adults and Health
London Borough of Newham

Our Values

At Newham, our **HEART values** guide everything we do. Alongside these, our 'We Are Newham' commitments, supporting residents, empowering young people, building homes, protecting communities, capture our purpose and priorities.

As Director of Public Health, you will be expected to embody these values every day , in how you advise Members, how you lead your team, how you work across the system, and how you hold the line on health inequalities.
In this role, living our values means:

- Target resource to those with the poorest outcomes and close measurable health gaps.
- Drive prevention and long-term population health improvement.
- Design services with communities, grounded in lived experience.
- Embed Public Health across the council to influence housing, education and economic strategy.

A Public Health Snapshot of Newham

Having experienced 14% growth in the preceding decade, the population is now

362,552

Seven in ten
residents are from Black, Asian and ethnically diverse backgrounds

Approximately **1 in 5** Newham residents is aged 50+ and many in this cohort are living with at least one long-term condition

three in four
residents live in the three most deprived deciles in the country

38% live in poverty
after housing costs are taken into account

one in 22
people are currently homeless

Older Adult Long-Term Conditions
Higher rates of long-term conditions among residents aged 50+

Health Risk Factors
Smoking, obesity and physical inactivity are persistent risk factors

Population Segmentation
Segmentation identifies distinct groups with varying health risks

Food Insecurity
Food insecurity widespread, impacting diet and wellbeing

Newham is one of the most deprived areas in the country, but also one of the most dynamic and diverse; strong, values-led leadership is vital to tackle inequalities, unlock opportunities, and deliver the lasting change that communities both need and deserve.

The Opportunity

Director of Public Health
London Borough of Newham
Salary: £117,963- £136,101 pa + £10k Market Supplement
Min of 3 Days in the office/borough

Promote Health. Shape Lives. Inspire a Borough.

Newham is one of London's most vibrant and diverse boroughs, undergoing bold transformation. We're looking for a visionary and strategic Public Health leader who possesses exceptional leadership skills, with the ability to inspire and motivate a diverse team. You will demonstrate a strong and impactful commitment to public health, with a focus on improving health and wellbeing outcomes and reducing inequalities within our local communities.

As Director of Public Health, you will oversee the mandated health protection and health improvement functions of the secretary of state, ensuring value for money and strategic synergy around prevention, integration and equity of outcome within the Health and Wellbeing partnership..

You'll shape disease prevention programmes, lead responses to public health emergencies, in partnership with agencies such as police, UKHSA, NHS and emergency services, ensure compliance with public health legislation, act as Caldicott Guardian and publish an independent annual report on the health and wellbeing of our communities.

If you're a strategic, systems-focused leader passionate about making a real impact and driving the Public Health agenda, we'd love to hear from you. If you're ready to make a lasting impact in a borough full of energy, ambition, and opportunity - Newham is ready for you.

For questions or an informal discussion, please contact:

Nick Raper
on 07715 690463 or email:
nick.raper@penna.com

Tom Niven
on 07860 657044 or email:
tom.niven@penna.com

Bruna Varante
on 07858 306725 or email:
bruna.varante@penna.com

Application deadline: Monday 30 March 2026

The Role

Grade:	**SMR E**	**Date:**	**January 2026**
Post No.	TBC	Evaluation No.	LBN
Directorate:	Adults and Health		
Reports to:	Corporate Director of Adults and Health		
Professional accountability to:	The Secretary of State for Health through the Office for Health Improvement and Disparities, Regional Director of Public Health		
Budget Responsibility	£40m		
No of Direct Reports	4-6 - x3 Public Health Consultants; Head of Food Strategy; Head of Leisure and Sport Community Public Health Manager, FTE x64 for Public Health		

Public Health Newham is hosted in the Adults and Health Directorate alongside the Public Health Commissioning team. The Health and Wellbeing board strategy, 50 steps to a healthier borough, has offered the Public Health team multiple strategic opportunities to develop partnerships and relationships with council teams, NHS services and VCFS partners to understand need and deliver appropriately tailored services.

1. Job Context

Professional Accountability:
To the Newham Health and Wellbeing Board, the Chief Executive (especially when acting as Statutory Chief Officer), and the Secretary of State for Health via the Chief Medical Officer.

Managerial Accountability:
To the Corporate Director for Adults and Health, London Borough of Newham.

Role Details:
Full-time, based in Newham. The postholder is the borough's most senior public health leader, providing leadership and expert advice across the system and leading the public health team.

Statutory Responsibilities:

- Responsible for the local authority's public health functions.
- 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.
- Protect the health of the local population, including ensuring appropriate plans are in place and collaborating with the UK Health Security Agency (UKHSA), the NHs and other partners.
- Improve the health of the local population, including driving, leading and overseeing public health services and programmes, working with the NHS, Health and Wellbeing Board and other system partners.
- Provide expert, statutory advice to the local authority and NHS
- Designated as the Caldicott Guardian as mandated by the Department of Health Local Authority circular LAC (2002)2
- Emergency preparedness, ensuring health considerations are integrated into emergency planning
- Independent annual DPH report.
- Any additional functions specified by regulation.

Additional Responsibilities:

- Oversight of service agreements with LBN departments and NHS partners.
- Leisure services
- Welcome Newham service (refugee resettlement)
- Public health intelligence and policy guidance.
- Supporting organisational transformation, improvement of outcomes and delivery of prevention opportunities and integration in health and care.
- Participation in the council's on-call rota.

Financial Leadership:
Jointly responsible (with Corporate Director and Corporate Leadership Board) for public health grant allocation, ensuring value for money and alignment with the grant conditions.

Strategic Intelligence:
Leads production analysis and communication of public health data, including JSNA and pharmaceutical needs assessment
Drive use of intelligence and insight for improvement of service outcomes and commissioning
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.

Flexible Leadership:
Provides specialist input and leadership to council priorities requiring public health expertise.

2. Job Summary
The Director of Public Health (DPH) is Newham's senior public health leader, driving population health improvement and improved health equity through strategic leadership, partnership working, and evidence-based delivery in health improvement, health protection, and healthcare services.

They will:
- Be a visible system leader across council and health structures.
- Work closely with elected members, especially the Lead Member for Adults and Health.
- Influence and lead service planning and the commissioning across LBN and the NHS.
- Champion innovation
- Lead the specialist public health team and ensure statutory duties are met.
- Promote collaboration across sectors to improve health outcomes, health equity and planetary health.

Key Responsibilities
Key responsibilities below are intended to be a guide to the range and level of work expected of the post holder. This is not an exhaustive list of all tasks that may fall to the post holder and employees will be expected to carry out such other reasonable duties which may be required from time to time.
The postholder is expected to demonstrate high-level expertise in line with the Faculty of Public Health Competencies (Appendix 1) and the Person Specification (Appendix 2).

Overarching responsibilities
1. Support the Chief Executive and councillors in shaping and delivering the Council's strategic agenda.

2. Act as the Council's statutory chief officer and principal adviser on public health.

3. Provide strategic leadership across the Council and local public services, driving innovation, continuous improvement, and evidence-based change.

4. Commission and deliver high-quality, cost-effective public health services

5. Use public health resources creatively to improve population health and reduce inequalities.

6. Align local health and wellbeing priorities with national frameworks and report annually on population health to inform Council and partner actions.

7. Lead system-wide collaboration with NHS and other partners to prioritise prevention, health equity, and population health, including leading the development and delivery of Newham's health and wellbeing strategy.

8. Be a core member of the Newham Health and Wellbeing Board and Health and Care Partnership Board, contributing to plans for healthy, sustainable communities.

9. Collaborate with other Council leaders to develop integrated strategies that explicitly address public health and health equity.

10. Drive action on wider determinants of health.

11. Provide assurance of health protection plans.

12. Foster partnerships with communities, businesses, education, social care, and NHS to improve health outcomes and health equity.

13. Lead public health surveillance and maintain an accessible Joint Strategic Needs Assessment (JSNA).

14. Apply scientific principles to assess needs, evaluate interventions, and measure progress.

15. Engage in public health leadership and initiatives across North East London (NEL) and London

16. Act as Caldicott Guardian to the Council, maintaining competence and assuring information governance in line with Caldicott principles. The Caldicott Guardian acts as "the conscience of the organisation" and ensures the impartiality and independence of their advice.

Directorate-Specific Accountabilities

17. Advise the Council on its public health responsibilities.

18. Fulfil statutory public health duties, including the commissioning and delivery of all mandated services and other functions.

19. Work with UKHSA, NHS, and DHSC to protect communities from infectious diseases and environmental hazards

20. Support implementation of the Council's Emergency Preparedness, Resilience and Response (EPRR) responsibilities, ensuring public health are integrated and implemented.

21. Provide public health advice to the Integrated Care Board (the core offer) to support strategic health service commissioning.

22. Support the Health and Wellbeing Board in promoting service integration.

Resource Management
23, Manage the public health budget, including the ring-fenced Public Health Grant

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.
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. 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, London Borough of Newham

IMPORTANT INFORMATION FOR APPLICANTS

The criteria listed in this Person Specification are all essential to the job. Where the Method of Assessment is stated to be the Application Form, your application needs to demonstrate clearly and concisely how you meet each of the criteria, even if other methods of assessment are also shown. If you do not address these criteria fully, or if we do not consider that you meet them, you will not be shortlisted. Please give specific examples wherever possible.

Behaviours	
Leadership • Establishing and promoting a clear public health vision which is coherent with the business strategy and the political vision for the 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. • Developing an effective PH team with appropriate skill mix to enable the Authority to deliver its full range of PH responsibilities. • Developing effective relationships with elected members to ensure a coherent PH vision and operational plan. • Work with fellow directors to enable/ensure public health perspective/principles underpin all aspects of LA delivery. • Work with communities and media to ensure needs of local communities are made explicit and addressed by the H&WB. • Deliver the independent report of the DPH in such a way as to compel all members of the H&WB to take action.	Application and Interview
Community and population focus • 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: • Actively seeking to understand the communities that are served and promoting and demonstrating an active commitment to meet their needs. • Setting new standards for innovation in commissioning and delivery of services that anticipate and exceed expectations. • Engaging with a wide range of stakeholders and partners to gather and evaluate information and make collaborative judgements and decisions. • Making timely and where needed, difficult decisions for the benefit of the people of Newham.	Application form Interview

Results Focus • 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. • This is seen by: • Acknowledging and working with ambiguity and complexity, making significant decisions where no precedents exist. • Ensuring a best practice performance culture is developed and sustained. • Setting, communicating and monitoring stretching organisational objectives and objectives. • Pro-actively identifying corporate, directorate and service risks, and ensuring action is taken to mitigate them. • Formulating risk management plans and creating a positive health and safety culture.	Interview
Improvement and Change • 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: • Taking risks and moving into unchartered territory while taking accountability for results and failures. • Welcoming the inevitable mistakes as part of the creative process. • Suggesting the unthinkable to stimulate alternate ways of thinking. • Focusing team performance on the achievement of outcomes that will maximise the resources available. • Finding new ways of securing or deploying significant amounts of financial resource to meet new objectives. • Advocating and role modelling the use of evaluation techniques to support innovation.	Interview
People Development • 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: • Holding direct reports accountable for people development generally and specifically for releasing high performers for personal development. • Articulating the many long-term benefits of talent management and developing the talent pools required for succession. • Ensuring comprehensive workforce plans are in place.	Application form Interview

Functional competencies	
• Demonstrates detailed knowledge of methods of developing clinical quality assurance, quality improvement and evidence based clinical and/or public health practice. • 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.	Application form Interview
• 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.	Application form Interview
• 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	Application form Interview
• Demonstrates knowledge of project management tools and techniques. Sufficient skill to develop and implement large scale projects, utilising and leading multi-skilled project teams..	Application form
Qualifications	
The National Health Service (Appointment of Consultants) Regulations 1996 (legislation.gov.uk) • 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 at the point of application. • *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* • 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. 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. • 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 • MFPH by examination, by exemption or by assessment, or equivalent	Application form
• Must meet minimum CPD requirements (i.e. be up to date) in accordance with the Faculty of Public Health requirements or other recognised body	Application form

Knowledge, experience and skills	
• Understanding of NHS and local government cultures, structures and policies	Interview
• Understanding of social and political environment	Interview
• Excellent oral and written communication skills (including dealing with the media) including to present to mixed audiences and the media	Application form Interview
• Practical experience in facilitating change	Application form Interview
• Budget management skills	Application form
• Understanding of the public sector duty and the inequality duty and their application to public health practice	Application form Interview
• You will be expected to be in the office at least 3 days a week or more if business requires it and work flexibly including occasionally attending out of hours' meetings. • You will be required to participate in the emergency duty rota providing management guidance and decision making for the safety and welfare of the Adults and Health directorate. • Deputise for the Corporate Director of Adults and Health	

Additional Requirements		
DBS	Yes	Level (Basic)
Politically Restricted Post	Yes	
Willingness and ability to work occasional evenings and weekends to maintain service delivery	Yes	

Key Statements – Working for Newham Council

People at the Heart of Everything We Do

You must be committed to putting people – Newham residents and Council staff – at the heart of everything you do. Our approach is a collaborative joint enterprise between residents, the Mayor, Members, Council staff and the Corporate Management Team.

Equality and Diversity

We are committed to and champion equality and diversity in all aspects of employment with the London Borough of Newham. All employees are expected to understand and promote our Equality and Diversity policy in the course of their work.

Protecting our Staff and Services

Adherence to health and safety requirements and proper risk management is required from all employees in so far as is relevant to their role. All employees are expected to understand and promote good health and safety practices and manage risks appropriately.

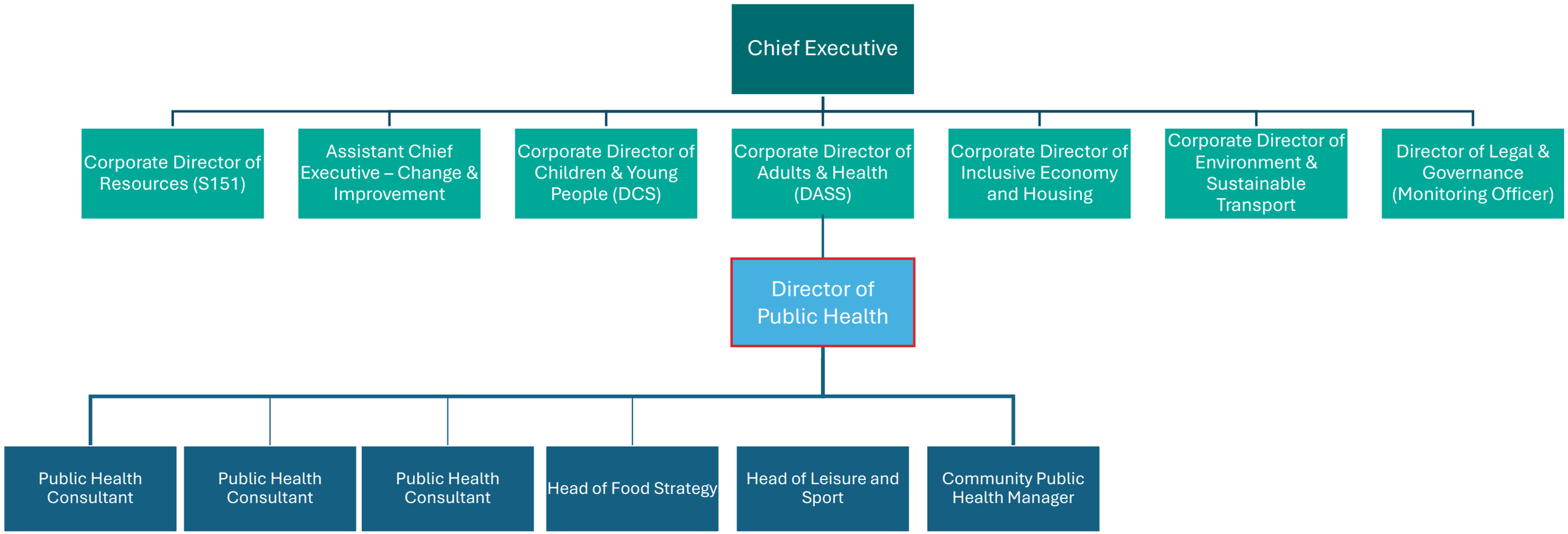
Corporate Parent

Every member of staff working for Newham Council should understand and fulfil our corporate parenting responsibilities for our looked after children that we have under the Children and Social Work Act 2017.

H.E.A.R.T Values

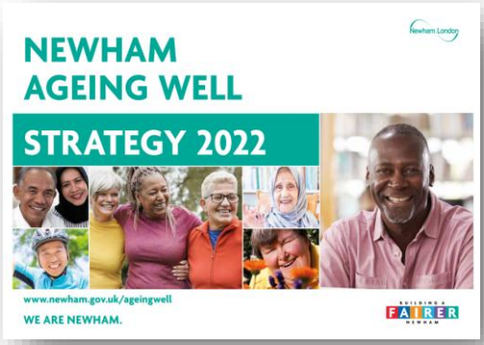
All employees should familiarise themselves with and fully embrace our HEART values. These core values and behaviours of Honesty, Equality, Ambition, Respect and Together belong to everyone at the council and we all have a responsibility to practise them and make sure they are visible in everything we do.

Organisation Chart

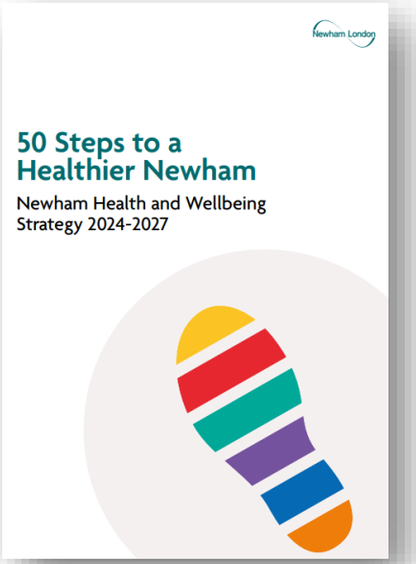


Further Reading

Newham Aging Well 2022
Data Pack

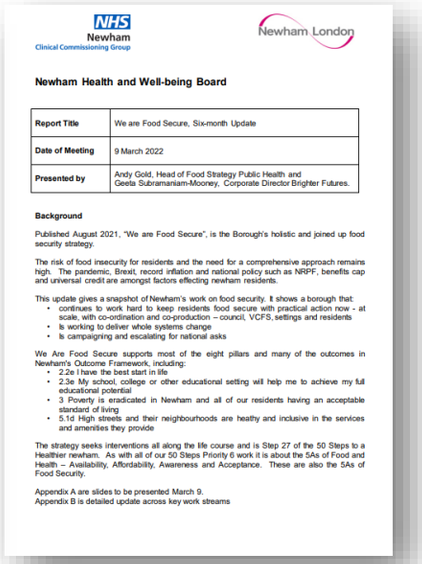


Newham Aging Well 2022
Strategy

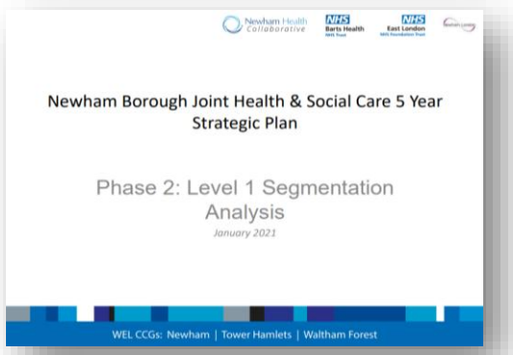


50 Steps to a Healthier Newham

50 Steps to a Healthier Newham Evidence



Newham Health and Wellbeing Board



Joint Strategic Plan 2021

How to apply?

This guidance contains important information to help with your application:

Please apply by submitting a **CV and Cover 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; where there are essential criteria, competencies and/or qualifications please 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 via our website.

Please upload 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.

Asking for adjustments: we're committed to making our recruitment practices barrier-free and as accessible as possible for everyone. This includes making adjustments or changes for disabled people, neurodiverse people or people with long-term health conditions. If you would like us to consider doing anything differently during the application, interview, or assessment process, including providing information in an alternative format, please contact us.

To apply for this role, please visit the following link to upload your CV and Cover Letter: https://execroles.penna.com

Key Dates	
Applications deadline	Monday 30 March 2026 11:59pm

The selection process is expected to include the following stages:

- First stage interviews
- 1:1 discussion with the Corporate Director
- Residents' panel
- Final Member panel

Please note that dates for these stages are currently being confirmed and will be shared with shortlisted candidates in due course.

For questions or an informal discussion, please contact:

Nick Raper
on 07715 690463 or email:
nick.raper@penna.com

Tom Niven
on 07860 657044 or email:
tom.niven@penna.com

Bruna Varante
on 07858 306725 or email:
bruna.varante@penna.com

Penna Executive Search

Inclusive Leadership ...Redefined!

At Penna, we specialise in connecting outstanding professionals to senior leadership roles that shape the future of local government.

Our decades of experience working with local authorities set us apart. We understand the demands of political leadership, the importance of corporate plans, and the skills needed to navigate complex, challenging environments.

We work with integrity, imagination, and determination to ensure every placement is the right fit. Whether you are looking for leaders who can deliver major change initiatives, champion high performance cultures, or build stronger partnerships with communities and stakeholders, our specialist team will help you find the talent who can turn vision into reality.

At Penna, we don't want to just fill roles, we want to build leadership that delivers stronger, fairer, and more sustainable communities.

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Newham London

@Community Health Champions – Well Newham

Thank you for your interest in the role.