

Hertfordshire County Council Job Outline



JOB TITLE: Health Improvement Lead - Health Inequalities
GRADE: M3
REPORTS TO: Consultant in Public Health - Health Inequalities
TEAM: Health Inequalities
DEPARTMENT: Public Health

Purpose of the Job

This is a strategic role which will take a whole systems approach to:

- a) improve population health outcomes across the life course by leading on the development and commissioning of evidence-based public health programmes and;
- b) reduce health inequalities across the County, being aware of national approaches and working collaboratively across HCC departments and with District and Borough partners and wider NHS stakeholders

The purpose of the post is:

- To contribute to the health inequalities portfolio, and develop commissioning strategies and innovation in service solutions
- To deliver key health improvement and commissioning projects in line with strategies
- Work with other organisations, agencies and service users to develop suicide prevention, health improvement approaches and services
- Contribute to market shaping and facilitation
- Lead on procurement processes as necessary.

Main Areas of Responsibility

Accountabilities/Responsibilities:

The post holder is required to deputise for the relevant Head of Service / Public Health Consultant. Responsibilities may include:

- Development of policy and strategy, including provision of specialist advice on health inequalities and health improvement as well as commissioned services
- Write and present reports and updates including interpretations of complex data
- Provide an overview of key projects and deliver them on time and to budget
- Budget management
- Maintain effective and positive links with key stakeholders including HCC staff ICS and other organisations

- Ensure excellent internal and external communications
- Develop and maintain strong links to the provider market
- Performance management of individuals/teams to deliver specified projects
- Providing professional leadership and management of staff and resources.
- To develop individual/teams to reach their full potential
- Work within national and local guidelines around safeguarding children and young people/adults, following Public Health safeguarding protocols and where required working with partner agencies to ensure safeguarding standards are followed.

The duties and responsibilities listed above describe the post as it is at present. The post holder is expected to accept any reasonable alterations that may from time to time be necessary.

Person Specification

Please provide a supporting statement which includes examples and evidence of when you have demonstrated the attributes listed below.

You will be expected to address each point separately and in the order listed.

If you do not complete a full supporting statement in the requested format, your application may be rejected.

Qualifications

- Graduate in a related discipline or equivalent professional qualification and experience in a field relevant to public health
- Masters' degree in Public Health, Health and Social Care or similar is desirable (or equivalent experience).

Knowledge

- Knowledge of current policy, evidence and guidance in relevant health improvement and service areas
- Ability to demonstrate knowledge and understanding of principles and practice of public health
- Up to date working knowledge of national and local priorities in relation to health improvement and public health.

Experience & Skills

- Demonstrable experience of working to reduce health inequalities, improving health and well-being or other relevant outcomes
- Substantial experience within the NHS, local authority or voluntary sector in a public health, health or other commissioning role
- Experience of project management and managing complex project teams
- Demonstrable experience of managing and implementing multiple, complex projects working with several different agencies / stakeholders.
- Experience of line managing staff
- Demonstrable experience of strategy development and implementation

- Demonstrable experience in the use and interpretation of multiple data sources, and needs assessment
- Budget management skills and/or experience
- Experience in improvement methodologies
- Previous experience of working in a political environment / working with politicians
- Experience of commissioning services or programmes
- Excellent communication/ partnership working and report writing skills
- Ability to cope with and resolve conflict
- Ability to drive/access to a vehicle.

Personal Effectiveness

- Demonstrates passion and purpose about contribution they and their team make to HCC and the citizens of Hertfordshire
- Recognises the broader strategic role that working across the ICS will require
- Uses a range of communication styles to influence decisions and actions
- Identifies opportunities for co-operation and cross working amongst teams and organisation
- Identifies and breaks down barriers to effective partnership working
- Self-motivated and able to carry out tasks without supervision
- Flexible and adaptable and has a 'can do' approach.

Leadership

- Demonstrates accountability for the delivery of service
- Works with stakeholders to influence change and, encourages flexibility and organisational agility
- Demonstrates a passion for delivering agreed outcomes
- Accepts responsibility for own performance and for seeking feedback
- Demonstrates an understanding of problems by identifying patterns or connections and addresses key underlying issues
- Develops and maintains productive working relationships with partners, providers and colleagues
- Sets clear standards of behaviour and performance and leads by example.

Working in Partnership

- Generates energy and enthusiasm amongst team members, where team members work together to achieve shared goals, giving recognition for team and individual achievement
- Demonstrates passion and purpose about the contribution they and their team make to HCC and the citizens of Hertfordshire
- Thinks creatively of how problems can be solved with joint working
- Actively participates in cross-functional networks and groups and promotes own service within these
- Understands key external influences - political, economic, technological, social etc. and how these impact
- Quickly establishes a strong working relationship with external partners.

Criminal Background Check

Safeguarding children and adults is of utmost importance to Hertfordshire County Council. The Council requires employees to abide by legislation and best practice to enable Hertfordshire to achieve this. This role has been identified as requiring a Disclosure & Barring Service (DBS) check or Basic Disclosure. You must therefore ensure that any relevant criminal record check application is completed and returned as requested by the Council, as this is deemed a contractual requirement of employment. In addition, you consent to allow the Council to retain a copy of the disclosure certificate within your personal file.

It is a contractual obligation to disclose any cautions, reprimands or convictions and to update your manager of any changes to your status whilst in employment. Enhanced DBS roles will be reviewed periodically during employment, by means of DBS Dip Sample or three yearly rechecks. Failure to disclose changes to your status may be detrimental to your employment and you may be subject to disciplinary action.

Please note that additional information referring to the check is in the guidance notes to the application form. If you are invited to interview you will receive more information.

Diversity and Inclusion

Hertfordshire County Council is committed to making inclusion part of our DNA, both as a large employer of people and as a provider and commissioner of services.

We strive to positively promote diversity and inclusion across the delivery of services and within our workforce. We want everyone at work, regardless of their background, identity or circumstances to have a sense of belonging to the organisation. We want all employees to feel valued, accepted and supported to succeed at work and reach their full potential. Our Diversity and Inclusion Strategy is available on the internal intranet or from your line manager.

Health and Safety

It will be the duty of every employee while at work to take reasonable care for the Health and safety of themselves and of other persons who may be affected by their acts or omissions at work.

Additional Information: Code of Practice on the English Language Requirements for Public Sector Workers

Public Authorities must ensure that all members of staff in customer facing roles, whatever their nationality or origins, are able to communicate the English language fluently with the general public, verbally and in written format (access needs will be met for those with a disability).