

Job Profile

Job Title: Locum Consultant in Public Health
Job Grade: Level 6 Zone 3
Salary Range: £93,091 - £102,907
Faculty of Public Health Reference: AAC0001539

About Camden

Camden is building somewhere everyone can thrive, by making our borough the best place to live, work, study and visit. We're not just home to UK's fast-growing economy, we're home to the most important conversations happening today and we're making radical social change a reality.

In the past few years, Camden has come together in new and inspiring ways to tackle some of the most pressing issues facing the borough. In March 2022, we published We Make Camden – our refreshed vision for the future of Camden that sets out what we want to collectively achieve and lead together. We Make Camden was developed following conversations with residents, partners and community leaders and outlines the following six ambitions:

- Camden is a borough where every child has the best start in life
- Camden communities support good health, wellbeing and connection for everyone so that they can start well, live well and age well
- Camden's local economy should be strong, sustainable, and inclusive
- Camden actively tackles injustice and inequality, creating safe, strong and open communities where everyone can contribute
- Everyone in Camden should have a place they call home
- Camden should be a green, clean, vibrant, accessible and sustainable place with everyone empowered to contribute to tackling the climate emergency.

We are now recruiting a Locum Consultant in Public Health. In this role, you will drive a better future Camden for residents and will play a key role in the delivery of the We Make Camden ambitions with a specific focus on children and families in the early years, health equity for all age groups and quality improvement. You will join Camden's Health and Wellbeing Department which has brought together public health and integrated children's health commissioning.

About the role

This is a senior role within the Health and Wellbeing, providing public health leadership, advice and support to public health practitioners, commissioners and policy advisors within the department and to colleagues and departments across Camden Council and partner organisations.

The post holder will play a key role in leading and managing change across the council and in developing the public health function more widely, as well as day to day operational activities of the department. All consultants work closely with other departments within Camden Council to improve health and wellbeing outcomes and to tackle the wider determinants.

The post holder will deal with complex public health issues, and will contribute to the place-based health and care priorities by providing public health advice at a very senior level, including to Council corporate management teams, North Central London Integrated Care Partnership (NCL ICP) and the Camden Health and Wellbeing Board. They will offer public health provide strategic leadership and oversight to a wide range of programmes, services and approaches across the borough and North Central London, where appropriate.

The post holder will lead a broad portfolio of work focused on children and young people's health and wellbeing including:

- Improving outcomes for children and families in the early years
- Working with commissioners, providers and Camden teams who deliver CYP services to improve CYP service equity to tackle inequalities in CYP outcomes
- Leading on Quality Improvement methods within the CYP team and their partners including designing and overseeing pilots
- Improving outcomes for adults, advancing health equity and tackling inequalities,
- Working across the Council to enhance prevention and early intervention and promote a public health approach to tackling complex issues, including anti-social behaviour and violence against women and girls.

The post holder will lead and support the strategic development, commissioning, delivery, evaluation and performance management of programmes, services and interventions designed to improve health and reduce health inequalities. The post holder will advocate at a senior level for change in policies and programmes to improve health and wellbeing and reduce health inequalities more effectively.

The post holder will be able to cope with multiple and changing demands and meet tight deadlines – including flexibility and resilience in a demanding and fast changing environment. They will apply a high level of tact, diplomacy and leadership and the ability to understand other cultures, in order to advise, challenge and advocate effective working across organisational boundaries and influencing without direct authority.

The post holder may be asked to manage a team of Public Health practitioners and hold delegated budgets. They will be able to provide educational project supervision to specialty registrars and GP trainees as required. They may be asked to take on delegated tasks on behalf of the Director of Health and Wellbeing (DHWB) as well as representing the DHWB and the department at meetings and events, as required.

The post holder will also contribute to sub-regional and regional collaborative work programmes through the London Association of Directors of Public Health (ADPH), and in agreement with their line manager.

Areas of work will change over time, as the needs and priorities of the department and of the Council change, and as the public health service continues to develop and evolve. All consultant portfolios are therefore subject to review.

About you

You will have the expertise and leadership skills to deal with complex issues across multiple lines of accountability.

You will have the skills to build and maintain strong working relationships and joined up approaches across the Council and beyond, including primary and secondary care, clinical networks, the voluntary sector and the wider community, in order to deliver on Camden's ambitious and broad agendas relating to children and young people's public health.

You will be able to deal with complex public health and wellbeing challenges in a multi-organisational environment and will have the ability to cope with such circumstances as well as multiple and changing demands, and to meet tight deadlines. You will display a high level of intellectual rigour, political awareness and negotiation and motivation skills as well as flexibility and sensitivity.

You will advise the health and wellbeing board and make recommendations regarding services, residents' care and wider determinants of health, applying a high level of tact, diplomacy and leadership. You will work effectively within the local political environment and maintain the ability to challenge and advocate for effective working and on specific issues in order to achieve public health outcomes.

The achievement of public health outcomes and the successful pursuit of change are the purpose of the job and the metric against which performance will be assessed.

Your key responsibilities and tasks will include:

- working across organisational and professional boundaries acting as a change agent managing complexity to deliver improvements in child health and wellbeing.
- providing verbal and written briefings on the health and wellbeing needs of local communities to Councillors, Council Officers, ICB, voluntary and community sector organisations, the public and partners.
- taking responsibility for the development, implementation, and delivery of policies. This will include leading on the development of detailed inter-agency and interdisciplinary strategic plans, programmes and service specifications informed by needs assessments.
- providing expert public health support and whole system leadership to ensure an evidence-based approach for commissioning and developing high quality equitable services, within and across a range of organisations including voluntary, public, and private sector. This includes the health service component of the mandated core service. This will require expertise in evaluation and development of appropriate performance and outcome metrics.
- utilising (and if appropriate developing) information and intelligence systems to underpin public health action across disciplines and organisations. This may include providing leadership for collation and interpretation of relevant data including production of the Joint Strategic Needs Assessment (JSNA). Working with the DHWB, this will involve the integration of the appropriate elements of the public health, NHS and social care outcomes frameworks within the systems developed by the local authority as well as with relevant partner organisations.
- supporting the DHWB in the development and implementation of robust strategies for improving the health and wellbeing of local communities including ensuring qualitative and/or quantitative measurements are in place to demonstrate improvements. This may include taking responsibility for the judicious use of the ring-fenced public health grant and/or working with the ICB, Trusts, the contractor professions, UKHSA and OHID.
- providing the key local authority link to the research community, providing advice/support to colleagues and co-ordinating appropriate access to scientific information. The postholder will be expected to take part in relevant research networks and to influence research programmes of such

networks so that the research needs of the local authority are considered.

These duties are underpinned by the Faculty of Public Health's Competencies (**2022 PH Speciality Training Curriculum**):

- **Use of public health intelligence to survey and assess a population's health and wellbeing**
To be able to synthesise data into information about the surveillance or assessment of a population's health and wellbeing from multiple sources that can be communicated clearly and inform action planning to improve population health outcomes.
- **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.
- **Policy and strategy development and implementation**
To be able to influence and contribute to the development of policy as well as lead the development and implementation of a strategy.
- **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.
- **Health Improvement, Determinants of Health and Health Communications**
To influence and act on the broad determinants and behaviours influencing health at a system, community and individual level.
- **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.
- **Health and Care Public Health**
To be able to improve the efficiency, effectiveness, safety, reliability, responsiveness and equity of health and care services through applying insights from multiple sources including formal research, health surveillance, needs analysis, service monitoring and evaluation.
- **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.
- **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.
- **Integration and application of competencies 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.

Your professional responsibilities include:

- Participating in Camden's employer's staff appraisal scheme and departmental audits, and ensure appraisal and development of any staff for which they are responsible
- Contributing actively to the training programme for Foundation Year Doctors/SHOs/Specialist Registrars in Public Health Medicine and Public Health Specialist Trainees as appropriate, and to the training of practitioners and primary care professionals within the locality.
- Pursuing a programme of CPD, in accordance with Faculty of Public Health requirements, or other recognised body, and undertake revalidation, audit or other measures required to remain on the GMC/GDC Specialist Register or the UK Public Health Register or other specialist register as appropriate.
- Conducting practice in accordance with all relevant sections of the General Medical Council's Good Medical Practice (as appropriate) and the Faculty of Public Health's Good Public Health Practice.

You 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. These professional obligations will be reflected in the job plan.

Work Environment

The main Council office is at 5 Pancras Square which is the where the Health and Wellbeing Directorate is based. This role is suitable for home working and flexible working arrangements although an appropriate level of in person attendance will be required as per the needs of the department.

People Management Responsibilities

The post holder will manage a team of strategists and project staff linked to their areas of responsibility.

Relationships

The postholder will be an employee of London Borough of Camden. The postholder will be professionally accountable to Camden Council and managerially accountable to the DHWB. Professional appraisal will be required. An initial job plan will be agreed with the successful candidate prior to that individual taking up the post based on the draft job plan attached. This job plan will be reviewed as part of the annual job planning process.

Over to you

We're ready to welcome your ideas, your views, and your rebellious spirit. Help us redefine how we're supporting people, and we'll redefine what a career can be. If that sounds good to you, we'd love to talk

Is this role Politically Restricted?

Yes.

Diversity & Inclusion

At Camden, we value and celebrate difference and encourage diversity in all respects. Our diverse workforce ensures we represent our communities to the best of our ability and enables us to make better decisions. Because of this, we particularly welcome applications from Black, Asian and those of other non-white ethnicities, those who identify as LGBT+, neurodiverse and disabled people.

Agile working

At Camden we view work as an activity, not a place. We focus on performance, not presenteeism. We create trusting relationships, we embrace innovation rather than bureaucracy and we value people. Collaboration is the Camden way, silo working isn't.

At Camden we are proud to be one of Hire Me My Way's inaugural campaign supporters. Hire Me My Way is a national campaign led by Timewise, designed to increase the volume of good quality jobs that can be worked flexibly in the UK (www.HireMeMyWay.org.uk). Hire Me My Way aims to treble the number of available good quality flexible jobs to 1 million by 2020.

Asking for Adjustments

Camden is 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 do anything differently during the application, interview or assessment process, including providing information in an alternative format, please contact us on 020 7974 6655, at resourcing@camden.gov.uk or post to 5 Pancras Square, London, N1C 4AG,

CONSULTANT IN PUBLIC HEALTH MEDICINE

Camden Council

IMPORTANT: This person specification contains changes introduced in amendments made to the NHS (Appointment of Consultants) Regulations for England, Scotland, Northern Ireland and Wales which came into force during 2005. Further amended in June 2015, and September 2018			
Education/Qualifications	Essential	Desirable	Method of Assessment
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.	X		Application Form Selection Process

<i>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</i>	X		Pre-employment checks
Public health specialty registrar applicants who are not yet on the GMC Specialist Register, UKPHR register or GDC Specialist List in dental public health must provide verifiable signed documentary evidence that they are within 6 months of gaining entry to a register at the date of interview.	X		Application Form Selection Process
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 <i>[see shortlisting notes below for additional guidance]</i> .	X		Pre-employment checks
Applicants must meet minimum CPD requirements (i.e. be up to date) in accordance with Faculty of Public Health requirements or other recognised body.	X		Application Form Selection Process
MFPH by examination, by exemption or by assessment, or equivalent.	X		Pre-employment checks
Masters in Public Health or equivalent.	X		Application Form Selection Process
Personal qualities			
Able to influence senior members including directors and CEOs	X		Application Form Interview

Able to both lead teams and to able to contribute effectively in teams led by junior colleagues	X		Application Form Interview
Commitment to work within a political system irrespective of personal political affiliations	X		Application Form Interview
Experience			
Delivery of successful change management programmes across organizational boundaries	X		Application Form Interview
Media experience demonstrating delivery of effective health behaviour or health promotion messages		X	Application Form Interview
Experience of using complex information to explain public health issues to a range of audiences	X		Application Form Interview
Skills			
Strategic thinker with proven leadership skills and operational nous	X		Application Form Interview
Able to demonstrate and motivate organisations to contribute to improving the public's health and wellbeing through mainstream activities and within resources	X		Application Form Interview
Ability to lead and manage the response successfully in unplanned and unforeseen circumstances	X		Application Form Interview
Analytical skills able to utilise both qualitative (including health economics) and quantitative information	X		Application Form Interview
Ability to design, develop, interpret and implement strategies and policies	X		Application Form Interview

Knowledge			
In depth understanding of the health and care system and the relationships with both local and national government	X		Application Form Interview
In depth knowledge of methods of developing clinical quality assurance, quality improvement, evaluations and evidence based public health practice	X		Application Form Interview
Strong and demonstrable understanding of interfaces between health, social care and key partners (dealing with wider determinants of health)	X		Application Form Interview
Understanding of the public sector duty and the inequality duty and their application to public health practice	X		Application Form Interview

Note:

This document is for use during recruitment, setting objectives as part of the performance management process and other people management purposes. It does not form part of an employee's contract of employment.