Job Description

Job title	Senior PH Manager – Health & Wellbeing
Directorate	PEOPLE : Children and Adults
Division	Public Health
Range	MPR 7
Reports to	Head of Service

Main purpose of the job:

To provide strategic leadership for cardiovascular disease prevention and wider public health improvement programmes, including the NHS Health Check programme, by developing, commissioning, delivering and evaluating evidence-based interventions that improve population health outcomes, reduce health inequalities and support the achievement of local, regional and national public health priorities across Medway.

To work in the context of Medway's 'Joint Local Health & Wellbeing Strategy' and focus on the delivery of outcomes in the Public Health Outcomes Framework. To act as the focal point for partnership development and networking for the service area and support Medway Council to achieve their strategic and overarching objectives.

Liaise with stakeholders in a way that promotes the vision and values of the Council.

Accountabilities and outcomes:

Lead the strategic development, implementation and continuous improvement of cardiovascular disease prevention programmes, including the NHS Health Check programme, ensuring delivery aligns with national policy, local priorities and evidence-based practice, resulting in improved population health outcomes and earlier identification of preventable disease.

Develop and deliver public health strategies, programmes and initiatives that address cardiovascular disease risk factors, smoking prevalence and wider determinants of health, contributing to reduced health inequalities and improved health and wellbeing for Medway residents.

Commission, manage and evaluate contracts and service arrangements with primary care, pharmacies and other providers, ensuring high-quality, cost-effective services that achieve agreed outcomes, performance standards and value for money.



Lead, manage and develop multidisciplinary teams and public health staff, providing professional leadership, direction and support that promotes high performance, workforce development and effective delivery of public health priorities.

Analyse, interpret and utilise complex health intelligence, epidemiological data and service performance information to identify need, assess emerging trends and inform strategic decision-making, resulting in targeted interventions and measurable improvements in population health.

Establish and maintain effective partnerships with Council services, NHS organisations, voluntary sector partners, regional networks and national bodies, influencing policy and practice to secure collaborative action that improves health outcomes and reduces inequalities.

Provide specialist public health expertise and strategic advice to senior leaders, partners and stakeholders, supporting the development of policies, service plans and programmes that embed health improvement and prevention across the system.

Lead the delivery of service plan objectives, national targets and key public health performance indicators, monitoring impact and driving continuous improvement to ensure the Council's strategic ambition of reducing health inequalities and improving the health and wellbeing of residents is achieved.

Deputise for the Head of Service at appropriate meetings and act as service manager in their absence to ensure effective continuity of service.

At the discretion of the Head of Service, such other activities as may from time to time be agreed consistent with the nature of the job described above.

Key Corporate Accountabilities:

To work with colleagues to achieve service plan objectives and targets.

To understand and actively keep up to date with GDPR responsibilities, including completing regular refresher training.

Safeguarding is everyone’s responsibility: all employees are required to act in such a way that safeguards the health and well-being of children and vulnerable adults.

To participate in the Performance Appraisal process and contribute to the identification of own and team development needs utilising the Career Development Framework.

To actively promote the Council's Fair Access, Diversity and Inclusion Policy and observe the standard of conduct which prevents discrimination taking place.

To ensure full compliance with the Health and Safety at Work Act 1974, the Council's Health and Safety Policy and all locally agreed safe methods of work.

To fully understand and be aware of the commitment to the duty under Section 17 of the Crime and Disorder Act 1998 to prevent crime and disorder.

Promote the Medway Carbon Neutral by 2050 commitment; supporting the Council action plan to ensure we play our part in addressing the climate emergency.

Organisation:

This role reports to the Head of Service.

The post holder will have line management responsibility.

The post holder will be required to liaise with all stakeholders both internal and external to the organisation.

Working Style:

HYBRID - a flexible working arrangement whereby an employee can undertake their work either in the office and/or partially or mainly from home on a temporary or permanent basis.

Person Specification

All criteria at level A are considered essential unless stated otherwise.

Qualifications

Level A

- Educated to degree level

Level B (in addition)

- Evidence of CPD

Level C (in addition)

- Evidence of CPD

Knowledge

Level A

- Knowledge of health and social care policy and local authority/public sector regulations and inspection regimes
- An understanding of principles of data quality, data protection and information sharing and how to apply them
- A developed understanding of Council policies and procedures, relevant to role.
- Knowledge of the Council's financial regulations and processes.
- Has an awareness of national, regional, and local public health policy and strategies relating to own area of work and how these inform their work.

Level B (in addition)

- A good understanding of measuring and monitoring population health and wellbeing, health needs, risks, inequalities and use of services
- A good understanding of how to promote population and community HWB addressing the wider determinants of health and health inequalities
- Is fully conversant with national, regional, and local public health policy and strategies and how these apply to and impact own area of work.

Level C (in addition)

- A developed understanding of measuring and monitoring population health and wellbeing, health needs, risks, inequalities and use of services
- A developed understanding of how to promote population and community HWB addressing the wider determinants of health and health inequalities
- Extensive knowledge of working with and through policies and strategies to improve health outcomes
- Knows how to leverage national, regional, and local public health policies and strategies to influence inter-agency and interdisciplinary strategic plans and programmes leading to improvement of population health and wellbeing.

Experience

Level A

- Demonstrable and significant experience in public health setting.
- Experience and successful track record in leading, managing and empowering staff to deliver whole system and outcomes focused approaches to commissioning, working in a competitive contract culture to improve health outcomes and reduce health inequalities. Building staff resilience in managing complex issues across multi-agency partners
- Experience in the preparation of reports for senior management
- Experience of managing budgets, commissioning services and ensuring value for money
- Experience of public health strategy development.
- Experience of implementing and monitoring public health strategy and targets in relation to specialist work area.
- Experience of contract management.
- Experience of seeking out public health best practice/guidance, critically appraising, and developing this into local practice.

Level B (in addition)

- Experience of leading projects or programmes ideally across both health and social care with a proven and successful track record in delivering improved outcomes, savings and effective management of risk
- Experience of providing leadership to drive improvement in health outcomes and the reduction in health inequalities
- Demonstrable ability to contribute to the ongoing development and achievement of the strategic vision for the service
- Experience of designing and managing projects and programmes to improve health and reduce health inequalities
- Experience of implementing national policies and strategies at a local level and successfully managing challenges and barriers that can affect positive outcomes.

Level C (in addition)

- Extensive experience of leading large scale programmes, ideally across both health and social care, with a proven and successful track record in delivering improved outcomes, savings and effective management of risk
- Extensive experience of providing leadership in a matrix working environment to drive improvement in health outcomes and the reduction in health inequalities
- Experience in influencing system partners in ensuring public health objectives relating to own area of work are included in local and regional policies and strategies, and successfully managing any contentious issues when these arise.

Skills

Level A

- Proficient in the use of Microsoft Word, Excel and Outlook
- Full driving valid for use in the UK and access to own transport for work purposes or able to travel to relevant destination on time
- Strong commercial acumen and excellent financial management skills relevant to the realm of social care and health and ability to identify and achieve savings and robustly manage budgets
- Possess, and display, high levels of autonomy and initiative.
- Able to work collaboratively across agencies and boundaries to improve health outcomes and reduce inequalities
- Effective communication skills, including oral, written, presentation, briefing and influencing others
- Ability to audit evaluate and re design services to improve health outcomes and reduce health inequalities
- Excellent organisation and prioritisation skills with ability to balance a number of competing priorities including the routine, strategic and the urgent operational aspects of the role
- Ability to work to and for the evidence base, conduct research and provide informed advice
- Ability to Inform and engage with elected members
- Ability to communicate with others to improve health outcomes and reduce health inequalities

Level B (in addition)

- Ability to build and maintain supportive and empathic relationships, securing stakeholder support and commitment to a course of action or different way of thinking by listening, presenting ideas convincingly and persuasively.
- Ability to embed a customer focused culture through robust service user engagement and to drive forward continuous service improvements for the benefit of service users
- Ability to identify opportunities to optimise outcomes through implementation of national, regional, and local public policies and initiate actions to enhance population health and wellbeing.

Level C (in addition)

- Demonstrable expertise in prioritising and managing resources at a population/systems level to achieve equitable health outcomes and return on investment
- Demonstrable expertise in working in political and democratic systems and with a range of organisation cultures to improve health outcomes and reduce health inequalities
- Able to lead major negotiations with internal and external system partners to deliver outcomes set out in national, regional, and local public health policies and strategies



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