

## CAREER PROGRESSION FRAMEWORK PUBLIC HEALTH PROJECT OFFICER (RANGE 4)

	EVIDENCE FOR PROGRESSION TO LEVEL A	EVIDENCE FOR PROGRESSION TO LEVEL B	EVIDENCE FOR PROGRESSION TO LEVEL C
	Required for this level	In addition to level A	In addition to level A and B
<p style="text-align: center;"><b>DUTIES</b></p> <p>Contribute to the development, delivery, and evaluation of evidence-based projects that deliver to plan, enhance the well-being of Medway residents, support the achievement of local and national targets and reduce health inequalities.</p> <p>Build alliances and partnerships to plan, implement, and/or monitor projects that can be time limited and that share goals and priorities to enhance service awareness, availability, access, and uptake and also ensure compliance with statutory legislation and practice requirements, including mandatory training.</p> <p>Deliver formal presentations and training to a range of clinical and non-clinical teams, i.e., GPs, Local Authority meetings, Senior Manager meetings, and to other key</p>	<p><u>Qualifications:</u></p> <ul style="list-style-type: none"> <li>Minimum of 5 GCSE's (grades 4-9) including English &amp; Maths or equivalent</li> </ul>	<p><u>Qualifications:</u></p> <ul style="list-style-type: none"> <li>Evidence of ongoing CPD</li> </ul>	<p><u>Qualifications:</u></p> <ul style="list-style-type: none"> <li>Evidence of ongoing CPD</li> </ul>
	<p><u>Knowledge:</u></p> <ul style="list-style-type: none"> <li>Knowledge required to interpret technical, procedural or specialist information, and compose correspondence and reports.</li> <li>An understanding of designing and managing projects to improve health and reduce inequalities.</li> <li>Demonstrate an understanding of the organisation's priorities.</li> </ul>	<p><u>Knowledge:</u></p> <ul style="list-style-type: none"> <li>A good understanding of the technical/specialist or service specific practices and procedures required for the role, including performance monitoring and evaluation.</li> <li>An understanding of the organisation's priorities and how this role contributes to the priorities.</li> <li>An understanding of how to promote population and community HWB addressing the wider determinants of health and health inequalities.</li> </ul>	<p><u>Knowledge:</u></p> <ul style="list-style-type: none"> <li>Knowledge of the full range of procedures, policies, and concepts involved in the role.</li> <li>A developed understanding of measuring and monitoring population health and wellbeing, health needs, risks, inequalities, and use of services.</li> <li>A solid understanding of how to promote population and community HWB addressing the wider determinants of health and health inequalities.</li> <li>Developed knowledge of working with and through policies and strategies to improve health outcomes.</li> </ul>
	<p><u>Experience:</u></p>	<p><u>Experience:</u></p> <ul style="list-style-type: none"> <li>Minimum 18 months at 4A</li> </ul>	<p><u>Experience:</u></p> <ul style="list-style-type: none"> <li>Minimum 18 months at 4B</li> </ul>

<p>stakeholders, working within professional and ethical boundaries while promoting population health and wellbeing and addressing health inequalities.</p> <p>Apply the principles of social marketing, and/or behavioural science, to reach specific groups and communities with enabling information and ideas, raising awareness of 'A Better Medway Lifestyle Services' and advocating public health principles and action to protect and improve health and wellbeing.</p> <p>Demonstrate a commitment to equality and diversity, identifying service strategies to deliver equitable and fair services for users and employees, challenging discriminatory practices and actively managing and promoting diversity. This will also include adherence to professional codes of conduct, occupational membership codes, employer behaviour frameworks and practice standards.</p> <p>Act with integrity, consistency and purpose, and take responsibility for own personal development, ensuring</p>	<ul style="list-style-type: none"> <li>• Demonstrable experience of working in a health, care, or customer focused setting.</li> <li>• Experience of inter-agency working with broad range of statutory and non statutory organisations.</li> <li>• Demonstrable experience of using data and intelligence to inform decision making and find creative solutions.</li> <li>• Experience of developing and implementing clear and well thought out plans, taking into account risks, resources, and stakeholder expectations.</li> <li>• Experience in connecting communities, groups, and individuals to local resources and services that support their health and wellbeing.</li> <li>• Experienced in offering solutions for improvements to working practices and identifies where more efficient working could make savings.</li> <li>• Experience of dealing with difficult issues that may arise from time to time with external contractors, staff and/or service users in a calm and constructive way.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of building alliances and partnerships to plan and implement programmes and services that share goals and priorities.</li> <li>• Experience of evaluating partnerships and addressing barriers to successful collaboration</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of conducting formal project evaluations and/or research projects.</li> <li>• Extensive experience of taking initiative in situations, able to identify own development needs and able to coach and work with others to share best practice and new knowledge.</li> <li>• Demonstrable experience of supervising others, with the ability to provide direction, empower people to achieve objectives, and be accountable for team members' actions.</li> </ul>
---	--	---	--

<p>that service specific knowledge and understanding is maintained and developed in order to support the delivery of excellent project management across the team.</p>	<p><u>Skills:</u></p> <ul style="list-style-type: none"> <li>• Proficient in the use of Microsoft Word, Excel, PowerPoint Teams and Outlook.</li> <li>• Full driving licence valid for use in the UK or ability to reach relevant destination on time.</li> <li>• Can promote ethical practice with an understanding of the ethical dilemmas that might be faced when promoting population health and reducing health inequalities.</li> <li>• Able to interpret and present data and information.</li> <li>• Can manage data and information in compliance with policy and protocol.</li> <li>• Ability to communicate with others to improve health outcomes and reduce health inequalities.</li> <li>• Able to manage projects, assessing and taking account of known risks, able to adapt to changes</li> </ul>	<p><u>Skills:</u></p> <ul style="list-style-type: none"> <li>• Able to develop and/or implement standards, protocols, and procedures, incorporating national 'best practice' guidance into local delivery systems.</li> <li>• Can collate and analyse data to produce intelligence that informs decision making, planning, implementation, performance monitoring and evaluation.</li> <li>• Ability to audit evaluate and re design services to improve health outcomes and reduce health inequalities.</li> <li>• Confidently provides good quality advice and guidance based on specialist/technical knowledge.</li> <li>• Can communicate sometimes complex information and concepts (including health outcomes, inequalities and life expectancy) to a diversity of audiences using different methods.</li> <li>• Excellent communication, negotiation, consultation and influencing skills tailored to meet the needs of a wide range of audiences and stakeholders.</li> </ul>	<p><u>Skills:</u></p> <ul style="list-style-type: none"> <li>• Can access and appraise evidence gained through systematic methods and through engagement with the wider research community.</li> <li>• Able to design and conduct public health research based on current best practice and involving practitioners and the public.</li> <li>• Can engage stakeholders (including service users), in service design and development, to deliver accessible and equitable person-centred services.</li> <li>• Able to consult and listen to individuals, groups, and communities likely to be affected by planned intervention or change.</li> <li>• Can influence and strengthen community action by empowering communities through evidence-based approaches.</li> </ul>
--	---	---	---

	<p>and problems along the way.</p> <ul style="list-style-type: none"><li>• Work with communications team to manage public perception and convey key messages using a range of media processes.</li><li>• Can initiate and/or support action to create environments that facilitate and enable health and wellbeing for individuals, groups, and communities.</li><li>• Able to occasionally assemble and move heavy or awkward objects such as display boards, leaflets, and other resources, with assistance as needed.</li></ul>		
--	--	--	--