

Senior Public Health Project Officer	Range 5	Manage and motivate team and individual performance, providing direction and leadership, undertaking staff appraisals, addressing welfare, capability and disciplinary issues, advising on personal development, training and coaching, in order to maximise performance from individuals, satisfy personal aspirations and to ensure that staff fulfil their potential and effectively contribute to Council business.	Required for this level	In addition to level A	In addition to levels A and B
Sector Specific framework: Public Health Skills & Knowledge Framework			<p>Qualifications</p> <ul style="list-style-type: none"> • Minimum of 5 GCSE's (grades 4-9) including English & Maths or equivalent • 	<p>Qualifications</p> <ul style="list-style-type: none"> • Evidence of ongoing CPD 	<p>Qualifications</p>
			<p>Knowledge</p> <ul style="list-style-type: none"> • A good understanding of the technical/specialist or service specific practices and procedures required for the role, including performance monitoring cost and budget management and project evaluation. • An understanding of designing and managing projects to improve health and reduce inequalities. 	<p>Knowledge</p> <ul style="list-style-type: none"> • An understanding of the organisation's priorities and how this role contributes to the priorities. • An understanding of how to leverage stakeholder organisational priorities, policies and strategies to leverage mutually beneficial outcomes. • A solid understanding of how to promote population and 	<p>Knowledge</p> <ul style="list-style-type: none"> • Knowledge of the full range of procedures, policies, and concepts involved in the role. • A developed understanding of measuring and monitoring population health and wellbeing, health needs, risks, inequalities, and use of services. • Developed knowledge of working with and through policies and strategies to improve health outcomes.

		<p>Develop, implement, monitor, and evaluate evidence-based public health projects that focus on the delivery of outcomes and ambitions set out in national and local strategies to improve and to work within professional and ethical boundaries while promoting population health and wellbeing and addressing health inequalities. Represent the Council at local, regional, and national steering groups, networks and other meetings, ensuring adherence to professional codes of conduct, occupational membership codes, employer behaviour frameworks and practice standards.</p>	<ul style="list-style-type: none"> • An understanding of the organisation's priorities. • An understanding of contractor relationship management. • Understanding of policies and strategies and how to apply to day to day role. • Knowledge of line management principles and processes 	<p>community HWB addressing the wider determinants of health and health inequalities.</p>	<ul style="list-style-type: none"> • Knows how to work autonomously to seek out new partnerships and gain agreement for joint, mutually beneficially projects. • Knows how to engage, direct, and motivate a team.
			<p>Experience</p> <ul style="list-style-type: none"> • Demonstrable experience of working in a public health setting. • Demonstrable experience of using data and intelligence to inform decision making and find creative solutions. • Experience of analysis and report writing to a standard appropriate for management. • Experience of developing and implementing clear and well thought out plans, taking into account risks, 	<p>Experience</p> <ul style="list-style-type: none"> • Experience of evaluating partnerships and addressing barriers to successful collaboration. • Experience of collaborating to create new solutions to complex problems by promoting innovation and the sharing of ideas, practices, resources, leadership and learning. • Experienced in developing plans for the medium term (several months up to a year), to ensure that work is 	<p>Experience</p> <ul style="list-style-type: none"> • Experience of conducting formal project evaluations and/or research projects. • 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. • Experience of presenting findings/ updates/ developments to a wide audience, including senior management internal and external stakeholders, system partners.

		<p>Design and deliver formal presentations and training modules to a range of clinical and non-clinical teams, i.e., GPs, Local Authority meetings, Senior Manager meetings, and to other key stakeholders, ensuring compliance with statutory legislation and practice requirements, including mandatory training.</p> <p>Deliver outcomes through influencing and working collaboratively with internal colleagues and external partnerships to identify priorities and develop actions plans for joint health improvement projects that reflect the needs of the location population,</p>	<p>resources, and stakeholder expectations.)</p> <ul style="list-style-type: none"> • Experience of influencing and coordinating other organisations and agencies to increase their engagement with health and wellbeing, ill health prevention and health inequalities. • Experience in connecting communities, groups, and individuals to local resources and services that support their health and wellbeing. • Experience of developing and delivering education, training, and group facilitation • Proven track record of meeting challenging targets. • Experience of contractor relationship management. • Experience of dealing with difficult issues that may arise from time to time with external contractors, staff and/or 	<p>completed to the standard and timescale required.</p> <ul style="list-style-type: none"> • Experience of report writing to a standard that is appropriate for representing the council at external system partner forums. 	<ul style="list-style-type: none"> • Demonstrable experience of team leadership
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	<p>and advocate public health principles and action to protect and improve health and wellbeing, 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. 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</p>	<p>service users in a calm and constructive way.</p> <ul style="list-style-type: none"> • Experience of appraising new technologies, therapies, procedures and interventions and the implications for developing cost-effective equitable services. • Experience of quality assuring and auditing services and interventions to control risks and improve their quality and effectiveness. • Experience of adapting to change, managing uncertainty, solving problems, aligning clear goals with lines of accountability in complex and unpredictable environments. • Demonstrable experience of supervising others, with the ability to provide direction, empower people to achieve objectives, and be accountable for team members' actions. • 		
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		<p>managing and promoting diversity. Support the delivery of national and local targets through working with system partners and community-based assets to deliver against project schedule(s) and targets, keeping within resources, budget, and scope and operating within the decision making, Act with integrity, consistency and purpose, and take responsibility for own personal development, ensuring 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>Skills</p> <ul style="list-style-type: none"> • Proficient in the use of Microsoft Word, Excel, PowerPoint, Teams and Outlook. • Full driving licence valid for use in the UK or ability to travel to relevant destination on time. • Can promote ethical practice with an understanding of the ethical dilemmas that might be faced when promoting population health and reducing health inequalities. • Collate and analyse data to produce intelligence that informs decision making, planning, implementation, performance monitoring and evaluation. • Able to manage projects, assessing and taking account of known risks, able to adapt to changes and problems along the way. • Excellent communication, negotiation, consultation 	<p>Skills</p> <ul style="list-style-type: none"> • Respond constructively to political and other tensions while encouraging a focus on the interests of the public's health. • Engage stakeholders (including service users), in service design and development, to deliver accessible and equitable person-centred services. • Confidently provides good quality advice and guidance based on specialist/technical knowledge. • Able to communicate sometimes complex information and concepts (including health outcomes, inequalities and life expectancy) to a diversity of audiences using different methods. • Seek independent assurance throughout programme/project planning and processes 	<p>Skills</p> <ul style="list-style-type: none"> • Able to monitor and report on the progress and outcomes of strategy and policy implementation, making recommendations for improvement. • Can critique published and unpublished research, synthesise the evidence and draw appropriate conclusions. • Able to design and conduct public health research based on current best practice and involving practitioners and the public. • Can apply research techniques and principles to the evaluation of local services and interventions to establish local evidence of effectiveness. • Work to understand, and help others to understand, political and democratic processes that can be used to support health and wellbeing and reduce inequalities. • Develops high performing, motivated teams, encouraging the development of skills, experience, and
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			<p>and influencing skills tailored to meet the needs of a wide range of audiences and stakeholders.</p> <ul style="list-style-type: none"> • Initiate and/or support action to create environments that facilitate and enable health and wellbeing for individuals, groups, and communities. • Can facilitate change (behavioural and/or cultural), in organisations, communities, and/or individuals. • Develop and/or implement standards, protocols, and procedures, incorporating national 'best practice' guidance into local delivery systems. • Work with communications team to manage public perception and convey key messages using a range of media processes. • Able to occasionally assemble and move heavy or awkward objects such as display boards, leaflets, and 	<p>within organisational governance frameworks.</p>	<p>ambition of others at all levels to enhance flexibility of services.</p>
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			<p>other resources, with assistance as needed.</p> <ul style="list-style-type: none">• Able to provide constructive feedback on team and individual performance, recognising and celebrating success, challenging poor performance and conduct issues appropriately and encouraging staff to put forward ideas of how work should be done and acting on those ideas whenever possible.		
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