

Senior Public Health Manager Sector Specific framework: Public Health Skills & Knowledge Framework	Range 7	Manage and motivate team and individual performance, providing direction and leadership, undertaking staff appraisals, addressing welfare, capability and disciplinary issues, and advising on personal development, training and coaching, in order to maximise performance from individuals, satisfy personal aspirations, ensure that staff fulfil their potential and to deliver successful public health projects and programmes to improve the health and wellbeing of residents. Influence internal and external stakeholders to support the public	Required for this level	In addition to level A	In addition to levels A and B
			<u>Qualifications</u>	<u>Qualifications</u>	<u>Qualifications</u>
			<ul style="list-style-type: none"> Educated to degree level 	<ul style="list-style-type: none"> Evidence of ongoing CPD 	
			<u>Knowledge</u>	<u>Knowledge</u>	<u>Knowledge</u>
			<ul style="list-style-type: none"> 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 relating to own area of work and strategies and how these inform their work. 	<ul style="list-style-type: none"> 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. 	<ul style="list-style-type: none"> 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

		health agenda, encouraging all partners to make health and wellbeing their business and to protect the public from environmental hazards, communicable disease and other health hazards while reducing inequality in risk exposure and outcomes.			population health and wellbeing.
		Support the Head of Service to deliver the Public Health business and service plan, ensuring performance targets are set annually, reviewed throughout the year and outcomes reported to the Directorate Management Team.	<u>Experience</u>	<u>Experience</u>	<u>Experience</u>
		Demonstrate a commitment to equality and diversity, identifying service strategies to	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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. • Experienced in contributing 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 	<ul style="list-style-type: none"> • 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.

		<p>deliver equitable and fair services for users and employees, challenging discriminatory practices and actively managing and promoting diversity. This will include working within professional and ethical boundaries while promoting population health and wellbeing and addressing health inequalities. Support the Head of Service to operate within budget, identifying financial risks and opportunities for the service.</p> <p>Deputise for the Head of Service at appropriate meetings and act as service manager in their absence to ensure effective continuity of service.</p>	<p>monitoring public health strategy and targets in relation to specialist work area.</p> <ul style="list-style-type: none"> • Experience of contract management. • Experience of seeking out public health best practice/guidance, critically appraising, and developing this into local practice. 	positive outcomes.	
			<p><u>Skills</u></p> <ul style="list-style-type: none"> • Proficient in the use of Microsoft Word, PowerPoint, Excel, Teams and Outlook • Full driving licence 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 • Able to work collaboratively across 	<p><u>Skills</u></p> <ul style="list-style-type: none"> • 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 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 identify opportunities to optimise outcomes through 	<p><u>Skills</u></p> <ul style="list-style-type: none"> • 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

			<p>agencies and boundaries to improve health outcomes and reduce inequalities</p> <ul style="list-style-type: none"> • 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. • Possess, and display, high levels of autonomy and initiative. 	<p>implementation of national, regional, and local public policies and initiate actions to enhance population health and wellbeing.</p>	<p>national, regional, and local public health policies and strategies</p>
--	--	--	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-----------------------------------------------------------------------------------------------------------------------------------------	----------------------------------------------------------------------------

			<ul style="list-style-type: none">• Ability to communicate with others to improve health outcomes and reduce health inequalities.		
--	--	--	-------------------------------------------------------------------------------------------------------------------------------------------------	--	--