

Job Title	Range <sup>1</sup>	Duties	Level A (Developing)	Level B (Practising)	Level C (Accomplished)
Senior Public Health Project Officer	Range 5	<p>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.</p> <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.</p> <p>Represent the Council at local, regional, and national steering groups, networks and other meetings, ensuring adherence to professional codes of conduct,</p>	Salary: £35,935	Salary: £38,775	Salary: £41,614

		<p>occupational membership codes, employer behaviour frameworks and practice standards.</p> <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, and advocate public health principles and action to protect and improve health and wellbeing,</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.</p> <p>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,</p>			
--	--	--	--	--	--

		<p>administrative and reporting processes that support political and democratic systems.</p> <p>Act with integrity, consistency and purpose, and take responsibility for own personal development, ensuring that service specific knowledge and understanding is maintained and developed.</p>			
			<p>Required for this level (in addition to all previous levels)</p> <p>Sector Specific framework:</p> <p><a href="#">Public Health Skills &amp; Knowledge Framework</a></p> <ul style="list-style-type: none"> <li>•</li> </ul>	<p>In addition to level 5A</p> <p>Sector Specific framework:</p> <p><a href="#">Public Health Skills &amp; Knowledge Framework</a></p> <ul style="list-style-type: none"> <li>•</li> </ul>	<p>In addition to levels 5A and 5B</p> <p>Sector Specific framework:</p> <p><a href="#">Public Health Skills &amp; Knowledge Framework</a></p>
			<p>Qualifications:</p> <ul style="list-style-type: none"> <li>• Educated to degree level (or equivalent)</li> </ul>	<p>Qualifications:</p> <ul style="list-style-type: none"> <li>• Foundation level certificate in role</li> </ul>	<p>Qualifications:</p> <ul style="list-style-type: none"> <li>• Foundation level qualification in</li> </ul>

			<p>in a relevant discipline or demonstrable experience of working in a public health setting.</p>	<p>specific qualification (or equivalent experience)</p> <ul style="list-style-type: none"> <li>Evidence of continued professional development</li> </ul>	<p>management (or equivalent experience)</p> <ul style="list-style-type: none"> <li>Foundation level qualification in project management (or equivalent experience)</li> </ul>
			<p>Knowledge:</p> <ul style="list-style-type: none"> <li>Shows 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.</li> </ul>	<p>Knowledge:</p> <ul style="list-style-type: none"> <li>Demonstrate an understanding of the organisation's priorities and how this role contributes to the priorities.</li> <li>Confidently provides good quality advice and guidance based on specialist/technical knowledge.</li> <li>A solid understanding of how to promote</li> </ul>	<p>Knowledge:</p> <ul style="list-style-type: none"> <li>Demonstrates 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,</li> </ul>

			<ul style="list-style-type: none"> <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>	population and community HWB addressing the wider determinants of health and health inequalities.	<p>and use of services.</p> <ul style="list-style-type: none"> <li>• Developed knowledge of working with and through policies and strategies to improve health outcomes.</li> </ul>
			<p>Experience:</p> <ul style="list-style-type: none"> <li>• Demonstrable experience of using data and intelligence to inform decision making and find creative solutions.</li> <li>• Experience of analysis and report writing.</li> <li>• Experience of developing and implementing clear and well thought</li> </ul>	<p>Experience:</p> <ul style="list-style-type: none"> <li>• Experience of evaluating partnerships and addressing barriers to successful collaboration.</li> <li>• Experience of collaborating to create new solutions to complex problems by promoting innovation and the sharing of ideas, practices,</li> </ul>	<p>Experience:</p> <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</li> </ul>

			<p>out plans, taking into account risks, resources, and stakeholder expectations.)</p> <ul style="list-style-type: none"> <li>• Experience of influencing and coordinating other organisations and agencies to increase their engagement with health and wellbeing, ill health prevention and health inequalities.</li> <li>• Experience in connecting communities, groups, and individuals to local resources and services that support their health and wellbeing.</li> <li>• Experience of developing and</li> </ul>	<p>resources, leadership and learning.</p> <ul style="list-style-type: none"> <li>• Experienced in developing plans for the medium term (several months up to a year), to ensure that work is completed to the standard and timescale required.</li> </ul>	<p>share best practice and new knowledge.</p>
--	--	--	---	--	---

			<p>delivering education, training, and group facilitation</p> <ul style="list-style-type: none"><li>• Proven track record of meeting challenging targets.</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><li>• Experience of appraising new technologies, therapies, procedures and interventions and the implications for developing cost-effective equitable services.</li></ul>		
--	--	--	--	--	--



			<ul style="list-style-type: none"><li>• Experience of quality assuring and auditing services and interventions to control risks and improve their quality and effectiveness.</li><li>• Experience of adapting to change, managing uncertainty, solving problems, aligning clear goals with lines of accountability in complex and unpredictable environments.</li><li>• Demonstrable experience of supervising others, with the ability to provide direction, empower people to achieve objectives, and be accountable for</li></ul>		
--	--	--	--	--	--

			team members' actions.		
			<p>Skills:</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 travel to relevant destination on time.</li> <li>• Promote ethical practice with an understanding of the ethical dilemmas that might be faced when promoting population health and reducing health inequalities.</li> <li>• Collate and analyse data to produce</li> </ul>	<p>Skills:</p> <ul style="list-style-type: none"> <li>• Respond constructively to political and other tensions while encouraging a focus on the interests of the public's health.</li> <li>• Engage stakeholders (including service users), in service design and development, to deliver accessible and equitable person-centred services.</li> <li>• Able to communicate sometimes complex information and concepts (including health outcomes, inequalities and life expectancy) to a diversity of</li> </ul>	<p>Skills:</p> <ul style="list-style-type: none"> <li>• Monitor and report on the progress and outcomes of strategy and policy implementation making recommendations for improvement.</li> <li>• Can critique published and unpublished research, synthesise the evidence and draw appropriate conclusions.</li> <li>• Able to design and conduct public health research based on current best practice and involving</li> </ul>

			<p>intelligence that informs decision making, planning, implementation, performance monitoring and evaluation.</p> <ul style="list-style-type: none"> <li>• Able to manage projects, assessing and taking account of known risks, able to adapt to changes and problems along the way.</li> <li>• Excellent communication, negotiation, consultation and influencing skills tailored to meet the needs of a wide range of audiences and stakeholders.</li> <li>• Initiate and/or support action to create environments that facilitate and</li> </ul>	<p>audiences using different methods.</p> <ul style="list-style-type: none"> <li>• Seek independent assurance throughout programme/project planning and processes within organisational governance frameworks.</li> </ul>	<p>practitioners and the public.</p> <ul style="list-style-type: none"> <li>• Can apply research techniques and principles to the evaluation of local services and interventions to establish local evidence of effectiveness.</li> <li>• Work to understand, and help others to understand, political and democratic processes that can be used to support health and wellbeing and reduce inequalities.</li> <li>• Develops high performing, motivated teams, encouraging the development of</li> </ul>
--	--	--	---	---	---

			<p>enable health and wellbeing for individuals, groups, and communities.</p> <ul style="list-style-type: none"> <li>• Can facilitate change (behavioural and/or cultural), in organisations, communities, and/or individuals.</li> <li>• Develop and/or implement standards, protocols, and procedures, incorporating national 'best practice' guidance into local delivery systems.</li> <li>• Manage public perception and convey key messages using a range of media processes.</li> </ul>		<p>skills, experience, and ambition of others at all levels to enhance flexibility of services. .</p>
--	--	--	---	--	---

			<ul style="list-style-type: none"><li>• Able to occasionally assemble and move heavy or awkward objects such as display boards, leaflets, and other resources, with assistance as needed.</li><li>• 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</li></ul>		
--	--	--	--	--	--

			<p>ideas whenever possible.</p> <ul style="list-style-type: none"><li>• Shows a willingness to participate in learning and development.</li></ul>		
--	--	--	---	--	--