

## Senior Public Health Manager (Range 7)

### EVIDENCE FOR LEVEL A

#### Qualifications

- Qualification certificates or
- Job application and interview process

#### Knowledge

- Job application and at interview

### EVIDENCE FOR PROGRESSION TO LEVEL B

#### Qualifications

- Learning log or evidence of learning/development undertaken

#### Knowledge

- Provide a minimum of 3 examples with observation, feedback, line manager statement, needs assessments, service specifications, contracts, KPIs. service data to assess equitable

### EVIDENCE FOR PROGRESSION TO LEVEL C

#### Qualifications

#### Knowledge

- Provide a portfolio of work, minutes, observation/feedback, line manager statement, reports/briefings/assessments written, service throughput against KPIs, metrics for reduction in inequalities.
- Portfolio of work demonstrating knowledge and application of the theories and methods of promoting population health, addressing wider determinants, and reducing health inequalities.

	<p>access. Local system data to assess impact on other parts of health and care system, needs assessments, risk assessment documentation, Equality Impact Assessments.</p> <ul style="list-style-type: none"> <li>• Verbally describe knowledge of the theories and practices for promoting population health and addressing wider determinants and examples of application.</li> <li>• Line manager discussion and observation to evidence in-depth understanding of national, regional, and local public health policy and strategies and how these apply to and impact own area of work.</li> </ul>	<ul style="list-style-type: none"> <li>• Verbally describe policies and strategies relevant to areas of responsibility. Evidence application through minutes, reports, participation in meetings, observations evidencing application.</li> <li>• Line manager observation, minutes of meetings, emails, strategies and/or policies that have been developed and implemented with staff member input. Include evidence of any contentious issues, challenges, conflicts that have been overcome and metrics developed to measure improvement in population health and wellbeing.</li> </ul>
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<p><u>Experience</u></p> <ul style="list-style-type: none"> <li>• At job application and interview through scenario-based questions.</li> </ul>	<p><u>Experience</u></p> <ul style="list-style-type: none"> <li>• Minimum 18 months at 7A</li> <li>• Provide a minimum of 3 examples of leading projects or programmes; evidenced through minutes, observation/feedback, service plans, project plans, emails, associated measurable outcomes, budget planning documents, risk registers, return on investment.</li> <li>• Provide appraisals, team meeting minutes, staff development and progression, services achieving KPIs, spend within budget to evidence successful team management.</li> </ul>	<p><u>Experience</u></p> <ul style="list-style-type: none"> <li>• Minimum 18 months at 7B</li> <li>• Provide a minimum of 3 examples of leading large scale programmes; evidenced through minutes, observation/feedback, service plans, project plans, emails, associated measurable outcomes, budget planning documents, risk registers, return on investment.</li> <li>• Provide a minimum of 3 examples of effective leadership evidenced with Service plans, project plans, observation or feedback from staff and partner agencies, Appraisal documents, quantified outcomes, minutes, reports written, sharing of expertise and evidence of a reduction in health inequalities.</li> <li>• Line manager observation/statement of application, of influencing skills in at least 3 different scenarios and occasions of managing contentious issues when working with system partners.</li> </ul>
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	<ul style="list-style-type: none"> <li>• Provide evidence of achievement of strategic vision in 3 distinct projects utilising datasets evidencing reduction in health inequalities for specific groups, observation, feedback, line manager statement, written documents evidencing contribution to strategy development and delivery.</li> <li>• Provide 3 examples of designing and managing projects and programmes, evidenced with service plans, project plans, appraisal/supervision notes, minutes, service delivery outcomes that show KPIs met.</li> <li>• A minimum of 3 examples of projects where national</li> </ul>	
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	<p>policies and strategies have been implemented locally and where challenges and barriers have been anticipated and overcome. Demonstrate positive outcomes achieved/achievement of KPIs.</p> <ul style="list-style-type: none"> <li>•</li> </ul>	
<p><u>Skills</u></p> <ul style="list-style-type: none"> <li>• At job interview through competency-based questions</li> </ul>	<p><u>Skills</u></p> <ul style="list-style-type: none"> <li>• Provide a minimum of 3 examples of building and maintaining supportive and empathic relationships, evidenced through observation of Stakeholder participation at meetings leading to support on delivering courses of action supporting statements/Line manager/supervisees/</li> </ul>	<p><u>Skills</u></p> <ul style="list-style-type: none"> <li>• Provide 3 examples of expertise in prioritising and managing resources through line manager observation, feedback, budget allocations, service KPIs achieved, line manager statement.</li> <li>• Provide 3 examples of working effectively in political and democratic systems, evidenced through minutes, papers/presentations at meetings, line manager observation, feedback and supervision notes.</li> <li>• Line manager observation, minutes, emails, KPI monitoring dashboards, local strategies and policies that evidence staff member successfully leading major negotiations with internal and</li> </ul>

	<p>internal/external observations / feedback.</p> <ul style="list-style-type: none"> <li>• Provide a minimum of 3 examples of effective service user engagement and driving forward continuous service improvements; evidenced through Portfolio of work including reports written, surveys produced, consultation documentation and output, KPI data showing improvements and effective monitoring and oversight systems.</li> <li>• A minimum of 3 examples of opportunities have been identified to optimise outcomes through implementation of national, regional, and local public policies, the actions that have been</li> </ul>	<p>external system partners to deliver outcomes set out in strategy/policy documents.</p>
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	<p>taken to optimise those opportunities and the improvement in population health and wellbeing outcomes achieved.</p> <ul style="list-style-type: none"><li>• Project Plans, emails, minutes of meetings, achievement of KPIs, that demonstrate ability to identify and optimise opportunities to implement policies and strategies to enhance population health and wellbeing.</li></ul>	
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