Public Health Programme/Project Manager **Sector Specific framework:** Public Health Skills & Knowledge Framework	Range 6	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
			Qualifications • Educated to degree level (or equivalent) in a relevant discipline.	**Qualifications** • Evidence of ongoing CPD	**Qualifications**
			Knowledge • Knowledge of the full range of procedures, policies and concepts involved in the role. • Knows how to undertake work of a complex nature, which requires advanced/high level knowledge of policies, procedures and best practice in their own and related areas, as required. • Is proactive in keeping abreast of developments in their area of work, sharing best practice and learning.	**Knowledge** • A good understanding of the technical/specialist or service specific practices and procedures required for the role, including performance monitoring and evaluation. • Knowledge of public health policies, procedures and local authority/public sector regulations. • Understanding of how to undertake work of a complex and diverse nature, which requires advanced/high level knowledge within the public health discipline relevant to their role. public health	**Knowledge** • A developed understanding of designing and delivering projects that specify, procure, and evaluate health and social care services against a defined set of outcomes. • Developed knowledge of working with and through policies and strategies to improve commissioning outcomes. • Uses knowledge to contribute to the development of improved services/policies/procedures • A good understanding of measuring and monitoring population health and wellbeing, health needs, risks, inequalities and use of services.

		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. Oversee the development and provision of high-quality community-based services, business cases and reports,		• Has up to date knowledge of latest research and evidence.	
			Experience • Demonstrable experience of working in project management in a health or social care setting or other area relevant to the role. • Experience of inter-agency working with broad range of statutory and non-statutory organisations. • Strong commercial acumen and excellent financial management skills relevant to the realm of public health and ability to identify and achieve savings. • Experience in connecting communities, groups, and individuals to local resources and services that support their health and wellbeing. • Experience of dealing with difficult	**Experience** • Experience of influencing and coordinating other organisations and agencies to increase their engagement with health and wellbeing, ill health prevention and health inequalities. • Experience of building alliances and partnerships to plan and implement programmes and services that share goals and priorities. • 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.	**Experience** • Experience of conducting formal project evaluations and/or research projects. • Experienced in developing long and short-term plans which align to the wider service plan and demonstrable experience of setting clear boundaries for responsibility to ensure individual development is linked to this.

		service specifications, analyses of need, demand, spend, and performance data, working within the legislative framework that underpins public service provision to maximise opportunities to protect and promote health and wellbeing. 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	issues and resolving conflict with external contractors, staff and/or service users in a calm and constructive way. • Experience and successful track record in managing and motivating a team to deliver outcomes focused approaches to public health that deliver intended objectives, savings and performance targets.		
			Skills • Proficient in the use of Microsoft Word, Excel, PowerPoint, Teams and Outlook. • Promotes ethical practice with an understanding of the ethical dilemmas that might be faced when delivering services. • Can analyse and interpret complex technical, procedural, or specialist information and compose correspondence and	**Skills** • Can identify and apply ethical frameworks when faced with difficult decisions when promoting the public's health and reduced inequalities. • Ability to audit evaluate and re design services to improve health outcomes and reduce health inequalities. • Mitigate risks using different approaches such as legislation, licensing,	**Skills** • Can apply research techniques and principles to the evaluation of local services and interventions to establish local evidence of effectiveness. • Appraise new technologies, therapies, procedures and interventions and the implications for developing cost-effective equitable services. • Assess the impact and benefits of services, associated policies and strategies, on the public's health and health inequalities. • Monitor and report on the progress and outcomes of strategy

		practice standards. 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. Prepare and produce accurate and timely management information, including ensuring compliance with relevant procedures for governance, risk and control, including	reports, using technology as required. • Identify data needs and obtain, verify, and organise that data and information. • Manages data and information in compliance with policy and protocol. • Can collate and analyse data to produce intelligence that informs decision making, planning, implementation, performance monitoring and evaluation. • Predict future data needs and develop data capture methods to obtain it. • Can quality assure and audit services and interventions to control risks and improve their quality and effectiveness. • Ability to work collaboratively and build sound and productive working relationships	policy, education, fiscal measures. • Access and appraise evidence gained through systematic methods and through engagement with the wider research community. • Sets service priorities, balancing needs with the evidence base and the economic case for investment. • Able to engage others, build relationships, manage conflict, encourage contribution and sustain commitment to deliver shared objectives. • Communicate sometimes complex information and concepts (including health outcomes, inequalities and life expectancy) to a diverse range of audiences using different methods. • To demonstrate awareness of and sensitivity to cultural	and policy implementation, making recommendations for improvement. • Work to understand, and help others understand, political and democratic processes that can be used to support health and wellbeing and reduce inequalities. • Consults and listens to individuals, groups, and communities likely to be affected by new services or a change to existing services. • Respond constructively to political and other tensions while encouraging a focus on the interests of service users. • Seek independent assurance throughout programme/project planning and processes within organisational governance frameworks.

		assuring the quality of all required information for the governance structure. 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, administrative and reporting processes that support political and democratic systems. Undertake proactive	with colleagues, partners and staff groups and can engage others in a credible, persuasive way. • Clear and effective communication, negotiation, consultation and influencing skills tailored to meet the needs of a wide range of audiences and stakeholders. • Advocate commissioning principles and action to deliver improved health outcomes. • Possesses, and displays, high levels of autonomy and initiative. • Acts with integrity, consistency and purpose, and continues own personal development. • Facilitates change (behavioural and/or cultural), in organisations,	subtleties when working with diverse communities. • Apply the principles of social marketing and/or behavioural science to reach specific groups and communities with enabling information and ideas. • Scope programmes/projects stating the case for investment, the aims, objectives and milestones. • Prioritise, align and deploy resources towards clear strategic goals and objectives. • Able to apply knowledge of latest research and evidence to own practice	

		planning to ensure service provision conforms to national guidance, is responsive to local needs, and outcome are delivered within budget allocations.	communities, and/or individuals. • Engages stakeholders, (including service users), in service design and development, to deliver accessible and equitable person-centred services. • Specify and agree service requirements and measurable performance indicators to ensure quality provision and delivery of desired outcomes. • Adapt to change, manage uncertainty, solve problems, and align clear goals with lines of accountability in complex and unpredictable environments. • Work with communications team to manage public perception and convey key messages using a		

			range of media processes. • Manage programme/project schedule(s), resource, budget and scope, accommodating changes with a robust change control process. This includes skills in project planning, execution and evaluation. • Able to occasionally assemble and move heavy or awkward objects such as display boards, leaflets, and other resources, with the use of available aids or assistance as needed.		