

MEDWAY COUNCIL - JOB PROFILE

Job Description

Job Title	Health Improvement Project Officer – Healthy Families and Best Start in Life
Directorate	PEOPLE: Children and Adults
Division	Public Health
Range	MPR 4
Reports to	Health Improvement Team Lead

Main purpose of job

According to the World Health Organisation, the life course approach aims to identify opportunities to minimise risk factors and enhance protective factors through evidence based interventions at important life stages. For the Healthy Families workstream this informs the support we deliver from the antenatal period through to early childhood – the first 1001 days.

This role will actively support, monitor and review a range of projects delivering healthier outcomes for both pregnant people and their families. This will include providing expertise, advice and assistance, as required, to ensure effective project implementation in line with budgets and timescales.

Collaboration and Partnership working are key to reduce gaps in services, prevent duplication of effort and ensure a continuous robust pathway between services. A key focus for this role is to identify opportunities for collaboration, evaluate the impact on pathways and deliver projects to enhance those links. The post holder will be required to focus on services delivered as part of the Family Hub / Best Start in Life programme but is likely to include other subject areas commissioned or delivered by Public Health as directed by the Senior Public Health Manager.

Robust pathways between services and improved client journey should be the aim of all collaborative working. The post holder will work with professionals and organisations to evaluate and improve those pathways. This means building strong links with managers, clinicians and other practitioners across a range of sectors including commissioned

services, private sector early years settings, third sector and statutory organisations such as Children's Social Care.

The Postholder will develop strong working relationships with the Parent Carer panel, the Parent Carer Forum, and other parents. They will actively seek views from a diverse group of people that is representative of Medway's Population. The work the post holder will enable commissioners and system partners to have a good understanding of barriers and opportunities within the system and enable them to commission evidence-based and effective services. The role will be required to work in the context of Medway's 'Joint Local Health & Wellbeing Strategy' and the Public Health Outcomes Framework to reduce health inequalities. The role will involve liaising with influential stakeholders in a way that promotes the vision and values of the Council.

Accountabilities and Outcomes

The role will actively contribute to the development, delivery, and evaluation of evidence based projects that deliver to plan, enhance the well-being of Medway residents, support the achievement of local and national targets and reduce health inequalities. One example of this is 'Beyond BumpClub'. The post holder will support the implementation of this commissioned pilot programme aimed at delivering a comprehensive wellbeing service to new parents during the first 24 months following childbirth. The role will be required to observe and audit the new programme, and support with evaluation measures.

The successful candidate will be confident in building alliances and partnerships to plan, implement, and/or monitor projects that can be time limited and that share goals and priorities to enhance service awareness, availability, access, and uptake and also ensure compliance with statutory legislation and practice requirements, including mandatory training.

The role will require the delivery of formal presentations and training to a range of clinical and non-clinical teams, i.e., GPs, Local Authority meetings, Senior Manager meetings, and to other key stakeholders. The role will support with raising awareness of 'A Better Medway Lifestyle Services' and advocating public health principles.

It is paramount to 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. This will also include adherence to professional codes of conduct, occupational membership codes, employer behaviour frameworks and practice standards. The role requires the candidate to act with integrity, consistency and purpose, and take responsibility for own personal development, ensuring that service specific knowledge and understanding is maintained and developed.

At the discretion of the line manager, other activities may, from time to time, be agreed consistent with the nature of the job described above.

Key Corporate Accountabilities

To work with colleagues to achieve service plan objectives and targets.

To understand and actively keep up to date with GDPR responsibilities, including completing regular refresher training.

Safeguarding is everyone's responsibility: all employees are required to act in such a way that safeguards the health and well-being of children and vulnerable adults.

To participate in the Performance Appraisal process and contribute to the identification of own and team development needs utilising the Career Development Framework.

To actively promote the Council's Fair Access, Diversity and Inclusion Policy and observe the standard of conduct which prevents discrimination taking place.

To ensure full compliance with the Health and Safety at Work Act 1974, the Council's Health and Safety Policy and all locally agreed safe methods of work.

To fully understand and be aware of the commitment to the duty under Section 17 of the Crime and Disorder Act 1998 to prevent crime and disorder.

Promote the Medway Carbon Neutral by 2050 commitment; supporting the Council action plan to ensure we play our part in addressing the climate emergency.

Organisation

This role reports to the Health Improvement Team Lead.

The post holder may may be required to direct, coordinate or train other employees.

The post holder will be required to liaise with all stakeholders both internal and external to the organisation.

Working Style

HYBRID - a flexible working arrangement whereby an employee can undertake their work either in the office and/or partially or mainly from home on a temporary or permanent basis.

This post requires travel to different locations in a timely manner and the need to work

evenings and some weekends.

Person Specification

All criteria at Level A are considered essential unless stated otherwise.

Qualifications

Level A

- Educated to degree level (or equivalent) in a relevant discipline or demonstrable experience of working in a health, care, or customer focused setting.

Level B (in addition)

- Foundation level certificate in role specific qualification (or equivalent experience)
- Evidence of continued professional development.

Level C (in addition)

- Evidence of working towards a management level qualification, e.g., project management or line management (or equivalent experience).

Knowledge

Level A

- Displays the knowledge to interpret technical, procedural or specialist information, and compose correspondence and reports.
- An understanding of designing and managing projects to improve health and reduce inequalities.
- Demonstrate an understanding of the organisation's priorities.
- Shows a willingness to participate in learning and development.

Level B (in addition)

- Shows a good understanding of the technical/specialist or service specific practices and procedures required for the role, including performance monitoring and evaluation.
- Demonstrate an understanding of the organisation's priorities and how this role contributes to the priorities.
- Confidently provides good quality advice and guidance based on specialist/technical knowledge.
- An understanding of how to promote population and community HWB addressing the wider determinants of health and health inequalities.

Level C (in addition)

- Demonstrates 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.
- A solid understanding of how to promote population and community HWB addressing the wider determinants of health and health inequalities.
- Developed knowledge of working with and through policies and strategies to improve health outcomes.

Experience

Level A

- Experience of inter-agency working with broad range of statutory and non-statutory organisations.
- Demonstrable experience of using data and intelligence to inform decision making and find creative solutions.
- Experience of developing and implementing clear and well thought out plans, taking into account risks, resources, and stakeholder expectations.
- Experience in connecting communities, groups, and individuals to local resources and services that support their health and wellbeing.
- Offers solutions for improvements to working practices and identifies where more efficient working could make savings.
- Proven track record of meeting challenging targets.
- 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.
- Demonstrable experience of supervising others, with the ability to provide direction, empower people to achieve objectives, and be accountable for team members' actions.

Level B (in addition)

- 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.

Level C (in addition)

- 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.

Skills

Level A

- Proficient in the use of Microsoft Word, Excel, PowerPoint, Teams and Outlook.
- Full driving licence valid for use in the UK or ability to reach relevant destination on time.
- Promote ethical practice with an understanding of the ethical dilemmas that might be faced when promoting population health and reducing health inequalities.
- Interpret and present data and information.
- Manage data and information in compliance with policy and protocol.
- Ability to communicate with others to improve health outcomes and reduce health inequalities.
- 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 and influencing skills tailored to meet the needs of a wide range of audiences and stakeholders.
- Influence and strengthen community action by empowering communities through evidence-based approaches.
- Manage public perception and convey key messages using a range of media processes.
- Initiate and/or support action to create environments that facilitate and enable health and wellbeing for individuals, groups, and communities.
- The postholder should be able to occasionally assemble and move heavy or awkward objects such as display boards, leaflets, and other resources, with assistance as needed.

Level B (in addition)

- Develop and/or implement standards, protocols, and procedures, incorporating national 'best practice' guidance into local delivery systems.
- Collate and analyse data to produce intelligence that informs decision making, planning, implementation, performance monitoring and evaluation.
- Ability to audit evaluate and re design services to improve health outcomes and reduce health inequalities.
- Communicate sometimes complex information and concepts (including health outcomes, inequalities and life expectancy) to a diversity of audiences using different methods.

Level C (in addition)

- Access and appraise evidence gained through systematic methods and through engagement with the wider research community.
- Design and conduct public health research based on current best practice and involving practitioners and the public.
- Engage stakeholders (including service users), in service design and development, to deliver accessible and equitable person-centred services.
- Consult and listen to individuals, groups, and communities likely to be affected by planned intervention or change.