

## **Public Health Workforce Strategist**

**Salary: Band 12 - £47,572 - £51,654 p.a.**

**22.2 hours per week over 3 days (days & times can be discussed)**

**Permanent**

**Location: Civic Offices, Guildhall Square, Portsmouth**

**Reporting To: Public Health Consultant**

### **Main Purpose of Job**

To be responsible for the strategic planning and future development of public health workforce development, taking into account the direction of Portsmouth City Council, Health and Care Portsmouth, Health Education England and NHS England, partnerships and national guidance, and grow the workforce for the future.

The post holder will support the Public Health Consultant Training Lead to assist Portsmouth City Council in meeting its public health obligations to protect, promote and improve the health of citizens and to reduce health inequalities through the development of a workforce skilled in public health, both inside the team and in the wider workforce.

You will be part of a team and working on a flexible matrix basis. You will lead on workforce development strategy but you will be expected to work across other topic areas as needed.

### **Key Responsibilities**

Develop and lead a training and development strategy for the Portsmouth Public Health Team from Apprentice to Director, including development of new roles such as Advanced Practitioner into the career pathway.

Lead ongoing workforce development within the public health team, developing skills and competences to prevent ill-health, protect and improve health and wellbeing and reduce health inequalities.

Embed public health skills and competences across the wider workforce, establishing relationships and partnership working with workforce development and other colleagues, such as Primary Care Networks (PCNs) and the ICB at place, and integrating public health development into new and existing structures to ensure that public health competence is embedded.

Support the Consultant in Public Health Training Lead to plan and oversee a comprehensive training programme for training roles embedded in the team (Foundation Year 2 doctors; Specialty Registrars in Public Health and Specialist Registrars in General Practice). This

includes support for the administration of training placements, developing pastoral and educational support and fully integrating training posts within the work of the wider team.

You will oversee and manage the workforce development budget as it is awarded to Public Health Portsmouth from NHS Education.

### **Research & Enquiry**

You will use an evidenced based approach including guidance from Health Education England, academic best practice and national and local policy.

You may commission educational research and support from external organisations. You will also be expected to work alongside local and national training institutions and academic partners to embed best practice and deliver high quality training.

This will include implementing findings from the current Social Mobility in Public Health programme.

Work with the Research and Intelligence Lead to develop research career pathways in public health.

### **Analysis and data management**

In order to plan, develop and implement contractual tolerances to measure success or failure of programmes/projects you will analyse and interpret highly complex and sometimes conflicting data and information including:

- Performance data
- Capacity and demand data
- Benchmarking data relating to existing or comparable services
- Financial data

### **Prioritising**

You will appraise priorities and develop strategic plans whilst ensuring robust risk management. You will ensure these strategies align with Portsmouth City Council's short, medium and long term strategic objectives and the priorities of the Health & Well Being Board.

Sometimes you will be required to work to tight timescales, juggling competing projects and demands while always looking to spot and exploit new opportunities to improve services, innovate and influence both the local and national government agenda.

### **Design & Delivery**

You will use project management techniques to ensure the timely achievement of plans.

You will design and develop service proposals, specifications and optional appraisals consistent with high quality, cost effective services.

You will lead the design of service specifications with measureable outcomes and KPIs. You will develop and implement contractual tolerances to measure success or failure of programmes.

### **Collaborating**

You will work with colleagues in finance, performance, procurement, contracting and legal to ensure oversight and achievement of all aspects of the work.

You will work corporately to ensure managed market development and provision of services appropriate to service user and carer needs commensurate with best value principles.

You may manage commissioning and contracting activities to secure services from a range of providers.

You will work with Portsmouth City Council, Health and Care Portsmouth, Health Education England and NHS England to develop partnerships and follow national guidance in order to develop the workforce.

### **Leadership and Governance**

You will promote the corporate image and act as a role model for promoting Portsmouth City Council's purpose and values.

You will work within Portsmouth City Council's Standing Financial Instructions.

You will chair meetings in a professional and competent manner.

### **Managing people**

You will deploy high quality interpersonal skills to establish credibility and confidence amongst clinicians, managers and other stakeholders.

You will need to inspire and motivate stakeholders by articulating a clear vision for public health careers in Portsmouth where there may be resistance to change or divergent opinions on the direction of change.

You will plan and lead large workshops for stakeholders, including staff, in order to promote and develop your work programme.

Manage 'virtual teams' and to lead and influence change across all council departments. This matrix management approach often requires more skill than direct management as in some ways you have 'responsibility without authority' and certainly need to negotiate across service departments and line managers

### Taking responsibility

You will write reports and present these in a range of formal settings when required.

You will ensure that programmes and projects are properly documented throughout and that all stakeholders use an agreed set of processes and systems to progress the projects.

You will ensure that programmes and projects have clear milestones and that they are delivered to time.

### Who is the person?

You need to have:

<b>Requirements</b>	
Qualifications	<p>Relevant degree; Public Health related post graduate qualification (or working towards such) or equivalent experience.</p> <p>The postholder should be a UKPHR Registered Public Health Practitioner or become registered within 2 years.</p> <p>Project manager qualification e.g. Prince 2 practitioner would be advantageous but not essential.</p> <p>Public health or medical education or training qualification desirable.</p>
Experience / Knowledge	<p>A good understanding of the key principles and current issues in Public Health.</p> <p>High level of knowledge of strategic planning, acquired through training and experience.</p> <p>Relevant experience working in a health or local government setting.</p> <p>Understanding of local authority and NHS decision making procedures.</p> <p>Significant programme and / or project management experience.</p> <p>Experience of involving staff, service users, their carers and the public.</p> <p>Experience of formal procurement and tender exercises.</p> <p>Effectively managing a budget.</p> <p>Line management experience is desirable.</p> <p>Knowledge of change management relevant to the job.</p>
Communication	<p>Ability to communicate across a wide range of organisational and cultural boundaries.</p> <p>Ability to facilitate constructive discussion and debate and to formulate programmes of action.</p> <p>Ability to communicate goals in a compelling way.</p> <p>Excellent standard of report writing &amp; IT skills.</p>
Analytical & Decision Taking	<p>Ability to analyse and review highly complex facts and situations, where there may be a range of possible options, in order to formulate appropriate decisions.</p> <p>Ability to exercise political sensitivity and judgement in difficult circumstances.</p>
Personal Resources	<p>Ability to think strategically.</p> <p>Ability to manage complex projects of work with multiple stakeholders.</p> <p>Ability to exercise judgement when conflicting information and advice is provided.</p>

	<p>Ability to prioritise when working under pressure.</p> <p>Ability to work flexibly and adapt easily to matrix working.</p> <p>Ability to easily travel across the HIOW area</p> <p>Proactive, responsive and enthusiastic.</p> <p>Ability to work on own initiative.</p> <p>Practical approach to problem solving.</p> <p>Person-centred approach.</p> <p>Highly versatile with a flexible attitude to work.</p> <p>Commitment to own Continuing Professional Development.</p>
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