

JOB SUMMARY

Post Title	Associate Director – Public Health						
Job Family	Leadership	Pay Range	17	Line Manager to others?	Yes	Role profile ref	HS01
Service Area	Public Health Directorate						
Line Manager	Director of Public Health						
Location	County Hall and Agile						

Job Purpose

Lead, plan and deliver the council's public health services that support and underpin the successful customer focused delivery of public health priorities and outcomes, managing relationships and developing partnerships across health and care and wider public and voluntary sectors, the ICS' and constituent NHS organisations, including supporting development of partnership plans and Integrated Care System, with leadership of the system prevention plans and population health management programmes. The team enjoys good working relationships with UKHSA, OHID and with neighbouring local authority public health teams. There are strong links to academic departments which the postholder can further develop for the benefit of Hampshire and Isle of Wight residents.

Provide strategic leadership and direction, operational management and financial control for the Public Health team including:

- improving the health of the population
- Managing the Matrix structure with Consultants in Public Health
- Focused Integrated Care Partnership work
- Influence and development of the Island's system
- Provide leadership for the Health and Wellbeing Board Oversee the Domestic abuse theme for the IOW in line with the Domestic Abuse Act

Ensure that the statutory duties of the council in relation to public health mandated and non-mandated functions are delivered to the highest standard and provide leadership to enable delivery of the council's wider health and health inequalities duties.

Be accountable for the performance of the public health agenda and the delivery of high-quality strategic aims. Support the Director of Public Health to deliver the desired culture and aims of the Council.

Public Health Team

The public health function in Isle of Wight Council is supported by a well-established, multi-disciplinary public health team of over 20 staff, led by the Director of Public Health. The team moved under independent Public Health Consultant, Associate Director and Director leadership in September 2025 and serves a population of 141,000.

The team delivers a comprehensive service across all three domains of public health: health improvement, health protection and healthcare public health and has a specialist public health intelligence function. The team is responsible for the commissioning and contract management of public health services, including children's public health services, and provides public health advice to NHS commissioners. The Public Health team is an established training location for up to five public health specialty registrars. There are strong links with local academic institutions - collaborating on research and teaching.

The team works across the Council to maximise opportunities for health improvement and has an excellent record of collaborative working with a broad range of partners across health and care and the wider public and voluntary sectors. Staff work closely with the ICSs and constituent NHS organisations, including supporting development of partnership plans and Integrated Care System, with leadership of the system prevention plans and population health management programmes. The team enjoys good working relationships with UKHSA, OHID and with neighbouring local authority public health teams. There are strong links to academic departments which the postholder can further develop for the benefit of Hampshire and Isle of Wight residents.

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2. Key responsibilities of the role

- Responsibility for strategic development, implementation and delivery of national, regional and local policies, developing interagency and interdisciplinary strategic plans and programmes, with delegated Board authority to deliver specific key public health and Isle of Wight Council goals in order to optimise health gain and minimise health inequalities.
- Developing and leading the public health strategies for the Isle of Wight. This will include continued implementation of the Isle of Wight Public Health Strategy. The postholder will be responsible for transformation within the department leading a well-developed transformation programme to ensure our public health services are fit for the future. You will be expected to bring innovation and rigour to this programme.
- This post will have a key leadership role for the Isle of Wight, working across the Council and with key partners to improve the health of the population. The postholder will have specific responsibility for oversight of the Isle of Wight team, managing the team matrix management structure with Consultants in Public Health, working with key colleagues on the Isle of Wight. This role will have particular focus on the Isle of Wight Integrated Care Partnership and influence the development of the Island system and provide Leadership for the Health and Wellbeing Board.
- With autonomy to act to improve the health of the population and oversee key mandated and non-mandated public health functions delegated to the Local Authority by the Secretary of State for Health and/or the Domestic abuse theme for the Isle of Wight embedding the recently developed strategy and leadership of the Councils' responsibility for the Domestic Abuse Act. This includes budgetary management of a significant proportion of the Local Authority's Public Health and other grants.

3. Leadership skills

- This role requires the postholder to be intellectually and practically flexible and to be able to cope with multiple and changing demands, and to meet tight deadlines. A high level of intellectual rigour, negotiation and motivation skills are required to deal with complex public health issues, to advise and make recommendations regarding services and patient care. A high level of tact and diplomacy is required and an ability to understand other cultures to enable effective working across organisational boundaries and influencing without authority.
- The role will work collectively with the Directors in the local authorities and ICB to lead and drive programmes to improve health and wellbeing and reducing inequalities. and to establish and maintain strong evidence-based healthcare and public health commissioning. They will work closely with national public health bodies and other relevant organisations to ensure high levels of local resilience in their area.
- To play a powerful role in forging partnerships with and influencing all local agencies to ensure the widest possible participation in the health and wellbeing agenda.
- To be a highly effective member of the Public Health team and the leadership of Isle of Wight Council working with the appropriate contribution to wider public health networks and bringing public health practice, teaching and research together as appropriate.
- To give advice and interpret national policies and legislation for Elected Members including interpreting and implementing changes needed arising from national service developments, and demographic or political change. To provide support for Elected Members in scrutinising proposed changes and the effectiveness of services.
- To develop and utilise information and intelligence systems to underpin public health action across organisations and partnerships, leading collation and interpretation of relevant data. With a lead contributory role in the production of an independent annual report on the health of the population of Hampshire and specific responsibility for providing reports in support of the Director of Public

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Health to Select and Scrutiny Committees.

- To contribute to the performance management of agreed programmes and deliverables that ensure that the Councils deliver their public health duty and to oversee and/or undertake research, audit and critical appraisal of clinical evidence.

4. Management arrangements

The postholder will be professionally accountable to Isle of Wight Council via the DPH to Isle of Wight Council and managerially accountable to the Director of Public Health and will:

- A senior member of the Public Health management team routinely deputise for the Director of Public Health for defined periods of time, at senior meetings, frequently at Board level representing both Public Health and the Council. The post holder has authority for decision making and will be expected to assume overall responsibility for the Public Health team and all Public Health business in the absence of the Director of Public Health including for Emergency Preparedness, Resilience and Response.
- Manage Public Health staff (numbers to be confirmed) and lead a team of around 6-10 as agreed with the Director of Public Health.

The job description will be subject to review in consultation with the postholder and in the light of the needs of the employing organisation and the development of the speciality of public health and any wider developments in the field of public health.

5. Professional obligations

The postholder will be expected to:

- Participate in the Council's staff appraisal scheme and departmental audit and ensure appraisal and development of any staff for which s/he is responsible.
- Pursue a programme of CPD/CME, in accordance with Faculty of Public Health requirements, or other recognised body, and undertake revalidation, audit, appraisal or other measures required to remain on the GMC/GDC Specialty Register or the UK Voluntary Register for Public Health Specialists or other specialist register as appropriate.
Act as a Department Educational Supervisor and manage Specialty Registrars in Public Health Medicine and Public Health Specialty Registrars and academic contract holders; if appropriate contribute actively to the training programme for Foundation Year Doctors/Specialty Registrars in Public Health Medicine and Public Health Specialty Registrars as appropriate and to the training and development of practitioners and primary care professionals within the locality, using the public health knowledge and skills and career frameworks.
- Contribute to strengthening local capacity and demonstrate commitment to the broader public health system by contributing to wider regional and national public health networks.

6. Core competency areas

Corporate responsibilities

- To contribute to the full range of local authority public health responsibilities and use the opportunities of system reform, regulatory and performance arrangements, to ensure that public health is at the heart of the local authority and local NHS agenda.
- Using appropriate management skills and behaviours to contribute to the corporate agenda, team building, and organisational development.
- To work with other public health colleagues in Hampshire and the Isle of Wight and regionally and with national public health bodies to strengthen public health capacity and delivery across the region.
- To contribute to performance management of Public Health and other agreed programmes and deliverables.

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Surveillance and assessment of the population's health and wellbeing

- Working collectively and in collaboration with national public health bodies, Health Protection Teams and other relevant organisations, to ensure the proper design, development and utilisation of major information and intelligence systems and the best available evidence base to undertake regular joint reviews of the health and wellbeing status and needs of the population, and to undertake the assessment of health inequalities, health impact assessment and the identification of areas for action within the local population.
- To advise on the health impact of policies and changes of policy which may affect health.
- To undertake health equity audits and identify and tackle health inequalities.
- To contribute to the production of an independent report on the health of the population served.

Assessing the evidence of effectiveness of health and healthcare interventions, programmes and services and promoting and overseeing clinical governance, quality and patient safety

- Ensure engagement and development of clinical and health improvement leaders in the health community.
- Ensure that services commissioned continuously improve their quality and patient safety, including their implementation of NICE guidance/guidelines.
- Contribute to the advice and action on serious failures in the standards of NHS clinical care, particularly in the area of serious clinical incidents.
- Ensure effective systems to address serious problems of professional performance, and effective implementation of alert notices.
- Contribute to the development and maintenance of effective medical leadership and clinical engagement in issues of clinical governance in organisations from which the public health team commissions and delivers services.
- To provide expert Public Health advice and leadership to support and inform an evidence-based and ethical approach to commissioning and to planning high quality equitable services, across primary, secondary, tertiary and social care. This will include playing a key role in partnership working.
- To provide expert advice to support prioritisation of services for the population (and in some circumstances for the individual) in order to maximise opportunities for health and addressing health inequalities.

Public Health Policy and strategy development and implementation

- To be responsible for the development and implementation of multiagency long-term public health programmes as required, based on the identification of areas of potential health improvement, the diversity of local needs and the reduction of inequalities.
- To ensure proper linkages between the health agenda and strategies related to the wider determinants including for example, community safety, the environment and sustainability.

Leadership and collaborative working for health

- Working collectively with the local authorities to lead the development of interagency and interdisciplinary short and long-term strategic plans for securing health improvement both in the general population and in vulnerable groups at high risk of poor health and/or reduced life expectancy, in partnership with a range of statutory, non- statutory, voluntary and private sectors agencies.
- To work with primary care professionals and community staff, local NHS trusts and voluntary sector organisations to raise awareness of their public health role, and to strengthen their public health leadership.
- Working collectively with local authorities to lead on the integration of health, social services and voluntary organisations to promote effective joint working to ensure delivery of the wider government targets and improved health and wellbeing.
- To be a senior source of local public health leadership and advocacy and strengthen public understanding and capacity to improve health.

7. Defined competency areas

Health Improvement

- To support the Director of Public Health in ensuring that appropriate health improvement and public health surveillance are planned, implemented and monitored/evaluated and in gaining assurance for national public health bodies commissioned screening and immunisation programmes.
- To take the lead in working with local communities and vulnerable and hard to reach groups, helping them to take action to tackle longstanding health inequality issues, using community development approaches, as appropriate.
- To provide expert knowledge to ensure effective community involvement with regard to commissioning the whole spectrum of service provision from health improvement to rehabilitation and prioritising services.

Health Protection

- To support the Director of Public Health in working with national public health bodies and local health protection teams to ensure that effective local arrangements exist to ensure local resilience.
- In collaboration with the Hampshire and Isle of Wight Health Protection Team support the Director of Public Health in taking responsibility for safeguarding the health of the population in relation to communicable disease (including delivery of immunisation targets) and non-communicable environmental hazards.
- In collaboration with the Hampshire and Isle of Wight Health Protection Team communicate effectively and accurately with a wide audience including the media and the public in emergency circumstances such as communicable disease outbreaks, chemical incidents, and incidents related to immunisation and screening, if necessary.

Service Improvement, Quality and Patient Safety

- To provide expert advice to support evidence-based commissioning, prioritisation of services for the population to maximise opportunities for health within available resources.
- To support effective clinical commissioning, with a focus on clinical engagement, quality and patient safety.
- To lead the review of evidence and provide specialised advice on preferred treatment options or protocols based on the evidence for individual patients.

Public Health Intelligence

- To receive and interpret epidemiological and statistical information about the health of populations and to provide advice based on this information to the NHS, local authorities, voluntary organisations and the public.
- To be responsible for the identification and implementation of appropriate health outcome measures, care pathways/protocols and guidelines for service delivery across patient pathways for the local population. This must include innovative use of data from local authorities, NHS and other organisations which are of crucial importance in underpinning public health strategies.
- To work with national public health bodies and other organisations to strengthen local, regional and national public health intelligence and information capacity.

Academic Public Health/Research and Development

- To undertake and commission literature reviews, surveys, audits and other research as required to inform public health strategies.
- To address the knowledge translation gap through contributing to capacity building for appropriate resources.
- To develop links with academic centres as appropriate (for example Southampton and Winchester Universities), and national public health bodies to ensure a joined-up approach to teaching, information, research and practice.
- To develop public health capacity through contributing to education and training and development within the Directorate, and within the wider local authority, NHS and other workforces.

In order for this role to be considered a Career grade from the 16 Consultant post, the gateway requirements for progression are:

- Demonstration of significant leadership experience and skills across all domains of public health
- Evidenced ability to lead a significant element of public health service or function.
- Evidenced extensive knowledge of Local Government and the wider public health system.

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Knowledge, Skills, and Experience			
Role Profile requirements.	Job specific examples. (If left blank refer to left hand column)	Essential	Desirable
Significant relevant experience of managing a service / professional expertise area in a large public sector organisation (preferably local government).	Strategic thinking, leadership and operational management experience of the range of relevant functions in order to provide the necessary direction and professional support to service leads in the delivery of public health priorities.	E	
	Substantial experience in the management and oversight of complex strategies of public health and political importance across the range of professional disciplines within the service.	E	
	Strong and varied record of achievement at a senior level in public health, preferably in local and/or central government.	E	
	Substantial experience of leading and managing a public health service in a large local authority, including proven knowledge skill and experience in all areas of Faculty of Public Health competence (see appendix 1).	E	
Substantial experience of service planning and delivery.	Evidence of a successful leading role in service planning and delivery providing clarity of vision and purpose to motivate teams towards a common goal and align service priorities and planning towards critical delivery activities.	E	
	In-depth understanding of public health practice at a senior level and health frameworks with a demonstrable ability to collaborate across public health to deliver priority outcomes.	E	
	Experience and commitment of delivering improved health through maintain NHS activities.	E	
	Experience of leading the development and maintenance of business continuity arrangements and the ability to act accordingly in circumstances of emergency.		D

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<p>Extensive knowledge of local government and wider health and care sector / external influences and duties.</p>	<p>In-depth knowledge of the issues facing local government in respect of its duties including the inequality duty and health needs in order to underpin the development of service strategy and policy necessary to secure successful delivery of services and priorities.</p> <p>In-depth understanding of regulations/ legislation and best practice within the public health and the wider sector, with a thorough understanding of national and local government developments, policy, and emerging trends.</p> <p>Full understanding and commitment to addressing relationships and cultures of organisations that impact on the wider determinants of health.</p> <p>Understanding of the public sector duty and inequality duty and their application to public health practice.</p>	<p>E</p> <p>E</p> <p>E</p> <p>E</p>	
<p>Extensive and comprehensive knowledge and understanding of the service area; the requirements, systems, policy, practices, procedures, legislation, and major issues facing it.</p>	<p>Substantial knowledge and experience in health, with a breadth of understanding of all areas that the role covers, including a proven track record of improving health.</p> <p>Extensive and comprehensive knowledge and understanding of the national policy context, regulatory environment, financial legislation, and major issues facing the health agenda.</p> <p>Substantial understanding of the legislative requirements and professional practice standards necessary to ensure that there are compliant services in place.</p> <p>Understanding of NHS and local government cultures, structures and policies.</p> <p>Knowledge of methods of developing clinical quality assurance, quality improvement and evidence based clinical and/or public health practice</p>	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>	
<p>Proven track record of effectively managing significant budgets and ensuring the delivery of services within agreed resources.</p>	<p>Extensive knowledge of both budget planning, monitoring and management and ability to demonstrate leading role in successful budget planning and management ensuring the delivery of services within agreed resources.</p>	<p>E</p>	

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<p>Proven ability to identify standards and performance requirements for own and partner organisations and deliver effective performance management.</p>	<p>Proven ability to lead effective performance management systems and processes that secure required outcomes. Understanding of appropriate professional standards and how these can be achieved.</p> <p>Proven track record of ensuring that there are robust service planning and performance management systems in operation to secure delivery of service and team based operational activity.</p> <p>Knowledge of methods of developing clinical quality assurance, quality improvement and evidence based clinical and/or public health practice</p>	<p>E</p> <p>E</p> <p>E</p>	
<p>Significant experience of leading and sustaining partnerships both internally and externally.</p>	<p>Demonstrable ability to operate effectively as part of the wider management structure, including building constructive and positive working relationships with stakeholders and partner organisations (including the ICB and the NHS) in the pursuit and delivery of initiatives that are key to the delivery of corporate priorities.</p> <p>Good understanding of the success factors in partnership working. Demonstrate success in nurturing relevant partnerships to achieve effective outcomes.</p>	<p>E</p> <p>E</p>	
<p>Authority and credibility to work effectively in a political environment establish positive and productive relationships with stakeholders and engage successfully with colleagues, partners, and customers.</p>	<p>Evidence of successful relationship management with relevant stakeholders and partnerships including government agencies, businesses, parishes and town councils and community organisations.</p> <p>Strong organisational and political acumen, with the ability to work with elected Members and interest groups to build consensus and shape services.</p> <p>Ability to demonstrate customer focused improvements.</p> <p>High level of understanding of epidemiology and statistics, public health practice, health promotion, health economics and health care evaluation.</p>	<p>E</p> <p>E</p> <p>E</p> <p>E</p>	

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<p>Excellent interpersonal and communication and presentation skills, with proven ability to communicate effectively and persuasively to a wide range of audiences both horizontally and vertically throughout the organisation.</p>	<p>Demonstrable evidence of the ability to actively engage, influence, negotiate and conduct constructive challenge in order to secure required delivery outcomes.</p> <p>Ability to negotiate, influence and give clear, persuasive advice to senior officers, Members, trade union representatives and the public including through the media.</p> <p>Proven ability to understand the interfaces between health and social care as well as other services for Children and Young People.</p>	<p>E</p> <p>E</p> <p>E</p>	
<p>Significant experience leading the procurement and management of strategic contractual arrangements.</p>	<p>Demonstrable evidence of the ability to actively engage, influence, negotiate and conduct constructive challenge in contractual relationships at a senior level in order to secure required delivery outcomes and contractual obligations.</p> <p>Proven experience of leading significant procurement processes.</p>	<p>E</p>	<p>D</p>
<p>Proven track record of managing major projects and policy development.</p>	<p>Ability to demonstrate successful project and programme management and policy development. Proven track record of operating at a senior level to identify, initiate and oversee significant health related projects.</p> <p>Proven ability to communicate effectively with a wide range of audiences both horizontally and vertically throughout the organisation and wider partners in developing and maintaining focus on delivery on key strategic projects where there are financial outcomes to be secured.</p> <p>A good understanding and ability to implement risk management in the context of strategic financial planning, financial reporting and control and project management.</p>	<p>E</p> <p>E</p>	<p>D</p>
<p>Proven track record of success in delivering major organisational change.</p>	<p>Good understanding of the success factors for organisational and health agenda change and ability to demonstrate evidence of successfully leading transformation and change programmes across organizational boundaries.</p>	<p>E</p>	

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Proven leadership ability, with evidence of developing a multi-disciplinary team approach, managing staff, inspiring confidence, encouraging, motivating, and influencing others.	Able to demonstrate effective leadership and creating an effective “one-team” approach within service area.	E	
	Ability to provide clarity of leadership purpose to motivate teams across the service towards a common goal and align service priorities and planning towards critical delivery activities, on time and to required outcomes.	E	
	Able to foster an innovative mindset that drives an ambitious and inclusive way of working. Empower staff to see continuous learning as a positive that drives better solutions and outcomes and in the maintenance of professional competence and standards.	E	
Proven ability to think innovatively and conceptually and deliver against this.	Evidence ability to think laterally and creatively and turn this into deliverable solutions.	E	
Evidence of enthusiasm, drive, commitment, and energy demonstrated in achieving goals.		E	
Resilient and positive in spite of setbacks.	Understanding of the need for resilience and ability to demonstrate examples in a relevant setting.	E	
Demonstrates behaviours which model the Council's values.	Ability to think laterally and develop creative and innovative solutions and possess a commercial and entrepreneurial disposition.	E	
	Evidence of promoting an inclusive working environment and celebrating the diverse life experience that people bring.	E	
	Evidence of ability to challenge unlawful discrimination, harassment and victimisation or having taken steps to prevent such situations arising.	E	
	Evidence of leading and developing a positive health, safety, and wellbeing culture within a service area where all aspects of working practices are compliant with council policies and procedures and where staff are actively engaged in promoting a safe working environment.	E	

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Qualifications			
Role Profile requirements.	Job specific examples. (If left blank refer to left hand column)	Essential	Desirable
Educated to degree level or equivalent standard in relevant disciplines		E	
Post graduate qualification or able to demonstrate equivalent ability.	e.g. leadership and management or able to evidence equivalent and substantial experience.	E	
Relevant professional qualification in a relevant subject	<p>Inclusion in the GMC Specialist Register/GDC Specialist List /UK Voluntary Register (UKVR) for Public Health Specialists</p> <p>If included in the GMC Specialist Register/GDC Specialist List in a specialty other than public health medicine/dental public health, candidates must have equivalent training and/or appropriate experience of public health medicine practice</p> <p>Public Health Specialty Registrar and specialist trainee applicants who are not yet on the GMC/GDC Specialist Register/UKVR must provide verifiable signed documentary evidence that they are within 6 months of gaining entry at the date of interview; all other applicants must provide verifiable signed documentary evidence that they have applied for inclusion in the GMC/GDC Specialist Register/UKVR (see shortlisting notes below).</p> <p>MFPH by examination, by exemption or by assessment</p> <p>Masters in public health or equivalent</p>	<p>E</p> <p>E</p> <p>E</p> <p>E</p>	D
Other Requirements			
May be required to work out of normal working hours for call out, member committees and emergencies, as and when required.			
Maintain professional knowledge and expertise in own field, ensuring that continuous professional development is undertaken for yourself and the team.			
Able to travel to mainland meetings as required.			
Applicants must meet minimum CPD requirements (ie be up to date) in accordance with Faculty of Public Health requirements or other recognised body			
Participate in the organisation's staff appraisal scheme and quality improvement programme and ensure appraisal and development of any staff for which s/he is responsible.			
Undertake an annual professional appraisal including completion of a programme of CPD, in accordance with Faculty of Public Health requirements, or other recognised body, and undertake revalidation, audit or other measures required to remain on the GMC/GDC Specialist Register or the UK Public Health (Specialist) Register or other specialist register as appropriate. In agreement with the DPH, contribute to the wider the public health professional system by becoming an appraiser or practitioner appraiser for a specified period of time.			

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Appendix 1: FACULTY OF PUBLIC HEALTH COMPETENCIES

(Based on the 2022 Public Health Specialty Training Curriculum)

Use of public health intelligence to survey and assess a population's health and wellbeing

To be able to synthesise data from multiple sources on the surveillance or assessment of a population's health and wellbeing and on the wider environment, so that the evidence can be communicated clearly and inform action planning to improve population health outcomes.

Assessing the evidence of effectiveness of interventions, programmes and services intended to improve the health or wellbeing of individuals or populations

To be able to use a range of resources to generate and communicate appropriately evidenced and informed recommendations for improving population health across operational and strategic health and care settings.

Policy and strategy development and implementation

To be able to influence and contribute to the development of policy as well as lead the development and implementation of a strategy.

Strategic leadership and collaborative working for health

To use a range of effective strategic leadership, organisational and management skills, in a variety of complex public health situations and contexts, dealing effectively with uncertainty and the unexpected to achieve public health goals.

Health improvement, determinants of health and health communications

To influence and act on the broad determinants, behaviours and environmental factors influencing health at a system, community and individual level to improve and promote the health of current and future generations. To be proactive in addressing health inequalities and prioritising the most vulnerable or disadvantaged groups in the population.

Health protection

To identify, assess and communicate risks associated with hazards relevant to health protection, and to lead and co-ordinate the appropriate public health response. To understand how those risks associated with hazards relevant to health protection may be influenced by climate change and environmental degradation currently and in the future.

Health and care public health

To be able to improve the efficiency, effectiveness, safety, reliability, responsiveness, sustainability and equity of health and care services through applying insights from multiple sources including formal research, health surveillance, needs analysis, service monitoring and evaluation.

Academic public health

To add an academic perspective to all public health work undertaken. Specifically to be able to critically appraise evidence to inform policy and practice, identify evidence gaps with strategies to address these gaps, undertake research activities of a standard that is publishable in peer-reviewed journals, and demonstrate competence in teaching and learning across all areas of public health practice.

Professional, personal and ethical development

To be able to shape, pursue actively and evaluate your own personal and professional development, using insight into your own behaviours and attitudes and their impact to modify behaviour and to practise within the framework of the GMC's Good Medical Practice (as used for appraisal and revalidation for consultants in public health) and the UKPHR's Code of Conduct.

Integration and application of competencies for consultant practice

To be able to demonstrate the consistent use of sound judgment to select from a range of advanced public health expertise and skills, and to use them effectively, working at senior organisational levels, to deliver improved population health in complex and unpredictable environments.

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Shortlisting notes

The Faculty of Public Health advises that in order to be shortlisted for a consultant post applicants who are not yet on the GMC Specialist Register/GDC Specialist List in dental public health/UK Public Health (Specialist) Register (UKPHR) **must provide verifiable signed documentary evidence** that an application for inclusion on one of these specialist registers is **guaranteed** and is simply the time taken to process application.

1. Applicants in training grades

1.1 Medical and dental applicants

All medical/dental applicants must have Full and Specialist registration (with a license to practice) with the General Medical Council or General Dental Council (GMC/GDC), **or be eligible for registration within six months of interview**. Once a candidate is a holder of the Certificate of Completion of Training (CCT), registration with the relevant register is guaranteed.

Applicants that are UK trained, must ALSO be a holder of a Certificate of Completion of Training (CCT), or be within six months of award of CCT by date of interview demonstrated by a letter from the Training Programme.

1.2 Non-Medical Applicants in training programme

All nonmedical applicants must be registered with the UKPHR **or be registered within six months of the interview**. Applicants must provide proof (confirmation from UKPHR or the CCT) of this at interview.

2. Applicants in non-training grades

Applicants that are non-UK trained, will be required to show evidence of equivalence to the UK CCT.

Applicants from a medical background would normally be expected to have gained full specialist registration with the GMC through the Certificate of Eligibility for Specialist Registration (CESR) route. However, exceptionally, individuals who can demonstrate that they have submitted CESR application to the GMC may be considered for shortlisting.

Applicants from a background other than medicine would normally be expected to have gained full specialist registration with the UKPHR. However, exceptionally, individuals who can demonstrate that they have submitted a portfolio application to the UKPHR may be considered for shortlisting. **Suitable evidence at interview will be a letter from the UKPHR setting out likelihood of acceptance of portfolio.**

Employers are advised that individuals should not take up consultant in public health posts (including Director of Public Health posts) until such point as they have gained entry to the GMC Specialist Register/GDC Specialist List in dental public health/UK Public Health (Specialist) Register. Although applicants will be able to provide documentary evidence that an application is in progress, no guarantee can be made as to the outcome of an application to the GMC/GDC/UKPHR specialist registers. The exception to this is when the candidate holds the CCT.

The above guidance applies to applications for both general and defined specialist registration with the UKPHR. Individuals with defined specialist registration are eligible for consideration for shortlisting for, and appointment to, consultant posts including those at Director of Public Health level. In all appointments, employers will wish to ensure that an applicant's areas of competence meet those required in the person specification.

Employers are advised that individuals should not take up consultant in public health medicine or consultant in public health posts until such point as they have gained entry to the GMC Specialist Register/GDC Specialist List in dental public health/UK Voluntary Register for Public Health Specialists. Although applicants will be able to provide documentary evidence that an application is in progress, no guarantee can be made as to the outcome of an application to the GMC/GDC/UKVR specialist registers.