**Job Description: Senior Lecturer / Reader / Associate Professor & Honorary Consultant in Public Health**

**Employing organisation:** Name of employing organisation

**Title:** Senior Lecturer / Reader / Associate Professor & Honorary Consultant in Public Health

**Department:** [Specify]

**Location of post:** [Specify]

**Hours of work:** Full time or part time/job share, temporary or permanent post

**Responsible to:** The post-holder will be dually accountable

**Professional accountability** [Specify]

**Managerial accountability** [Specify]

**Salary:** [Specify]

**Managerial responsibility:** Number of people and/or budgets/team

1. **Post summary**

*While the detail of the job outline will differ between different employers and HEIs, it is helpful to provide a short overview of the post. This should give more detail about the areas the post-holder is expected to influence and the problems they are expected to solve, capturing and detailing the seniority and high level of responsibility of the post and demonstrating that the post-holder has freedom to act, the breadth of knowledge, skills and expertise required, and the level of mental effort needed. A description of the working relationships, networks and the general working environment should be provided and should indicate whether the post-holder will be expected to instigate, develop or maintain these.*

1. **The employing organisation and other organisations within the scope of the work**

*General information about the employing organisation should be inserted here or in an annex. Details should be given about relevant HEIs, local authorities, local NHS organisations and other relevant organisations.*

1. **The department / directorate**

*Details of current staffing should be provided, and a copy of the current structure and organisation of the HEI department, preferably by means of a chart or organogram.*

*Line management details and/or team management and any training responsibilities should be included.*

1. **The duties of the post**

*This section should outline the key duties the postholder will undertake. The outline provided below is an example and should be added to or deleted as appropriate.*

**Research**

*[Note: the precise scope of the research duties would be determined by the HEI and will depend on the particular area of interest for the post, seniority of grade and other factors].*

* To pursue high quality research relevant the health and wellbeing of populations, including primary, secondary and tertiary prevention. This includes potential for a range of disciplines and can include applied health and social care research.
* To publish the results of research in relevant peer reviewed journals, including general and specialist journals of high quality.
* To secure external research grant funding to support a developing research programme.
* To lead or participate in multidisciplinary funding bids in collaboration with others in the medical school.
* To supervise one or more research fellow(s) and develop multidisciplinary collaborations and build a team, with other research staff as appropriate.
* To disseminate research appropriately to diverse audiences, attend and present research findings at academic and professional conferences, and to contribute to the external visibility of the University.
* To develop a research programme that is contextualised in population, with an appropriate ethical and engagement framework.

**Teaching and administration**

*[Note: the precise scope of the research duties would be determined by the HEI and will depend on the particular area of interest for the post, seniority of grade and other factors].*

* To give lectures, seminars, tutorials and other classes as appropriate and to undertake other academic duties (for example, setting examination questions, marking, invigilation and pastoral support of students) required to sustain the delivery of high-quality teaching.
* To design and be responsible for the content of specific areas of teaching and learning within the programmes of the medical school, including on-line education.
* To supervise research degree students at masters and doctoral levels.
* To maintain a broad knowledge of up-to-date research and scholarship in relevant fields to ensure that teaching meets the standards expected within a research-led University.
* To contribute to the organisation and administration appropriate to the organisational structure of the University.

**Clinical / Public Health duties**

* Public Health / Clinical duties as agreed with the employer providing an honorary consultant contract in areas that will support and complement the research role of the post. This may include offering your capacity to apply the scientific body of knowledge on public health to the polices and services necessary to improve health and to formulate clear practical evidence-based recommendations.
* Research will include responsibility for work across organisational and professional boundaries acting as a change agent including managing complexity and overseeing interventions aimed to deliver improvements in population health and wellbeing and evaluating these.
* Engage according to expertise with NHS, local authority, regional and national partners to provide appropriate input for their service and policy development.
1. **Professional obligations**
* Undertaking 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.
* Contributing appropriately to foundation programme medical and public health specialty training, with a particular focus on research supervision.
* Practise in accordance with all relevant sections of the General Medical Council’s Good Medical Practice (if medically qualified) and the Faculty of Public Health’s Good Public Health Practice and UKPHR requirements.
* Contribute to appropriate professional leadership within the health system, whether medical or other clinical or non-clinical expertise.
* Foster scientific integrity, freedom of scientific publications, and freedom of debate on health matters, and promote good governance and open government.
* Contribute to medical professional leadership within the health system.
* Maintain effective, courageous, and responsible public health advocacy.

These professional obligations should be reflected in the job plan. The post-holder may also have external professional responsibilities, for example in respect of training or work for the Faculty of Public Health. The core competencies set out by the Faculty of Public Health below should also be noted. Time allocation for these additional responsibilities will need to be agreed with the line manager.

*Public health consultants work as system leaders at strategic or senior management level or at a senior level of expertise such as epidemiology or health protection. The combination of leadership and managerial skills together with high level of technical skills and knowledge gives them a unique skill set essential for improving the health and wellbeing of populations.*

*They must be qualified as a public health specialist and be on the GMC, GDC or UKPHR specialist register.*

*Consultants have the same professional status irrespective of local line management arrangements and have experience in various areas of public health practice*

1. **Wellbeing**

Effective local occupational health support (confidential, includes modalities of self-referral, promoted regularly at induction and when in post) e.g. The post holder should usually have access to the Occupational Health (OH) Department, (full address, telephone and email). The OH team should have access to a physiotherapist and psychologist, and the post holder may self-refer or be referred through their manager. The post holder should have access to counselling, including face-to-face, and well as legal and financial support and other wellbeing resources. Information about Occupational Health will be disseminated at the induction and regularly when in post to ensure the post holder has timely access to the details if help seeking is necessary.

Availability of local initiatives/resources that promote workforce wellbeing (for example, self- care, work-life balance, stress management, coaching/mentoring, peer group support).

1. **Personal qualities**

The strategic objective of the post is to (repeat the strategic responsibility)

The post-holder will deal with complex public health and wellbeing challenges in a multi-organisational environment with widely differing governance and finance system and organizational cultures. It is expected that the post-holder will be able to cope with such circumstances as well as multiple and changing demands, and to meet tight deadlines. A high level of intellectual rigour, political awareness and negotiation and motivation skills as well as flexibility and sensitivity are required. The post holder will advise the health and wellbeing board and make recommendations regarding services, residents’ care and wider determinants of health and therefore a high level of tact, diplomacy and leadership is required including the ability work within the local political and at the same time maintain the ability to challenge and advocate for effective working and on specific issues in order to achieve public health outcomes. The achievement of public health outcomes and the successful pursuit of change are the purpose of the job and the metric against which performance will be assessed.

**Appendix 1: FACULTY OF PUBLIC HEALTH COMPETENCIES**

**(Based on the 2022 PH 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.

**PERSON SPECIFICATION (amend as appropriate)**

**LECTURER / SENIOR LECTURER / READER / PROFESSOR IN PUBLIC HEALTH**

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| **MPORTANT: This person specification contains changes introduced in amendments made to the NHS (Appointment of Consultants) Regulations for England, Scotland, Northern Ireland and Wales which came into force during 2005, further amended in June 2015, and September 2018** |
| **Education/Qualifications** | **Essential** | **Desirable** |
| In line with current [legislation](https://www.legislation.gov.uk/uksi/1996/701/regulation/4/made), inclusion in the GMC Full and Specialist Register with a license to practice/GDC Specialist List or Inclusion in the UK Public Health Register (UKPHR) for Public Health Specialists **at the point of application**  | X |  |
| 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 practice | X |  |
| Any public health **specialty registrar applicants** who are currently on the UK public health training programme and not yet on either the GMC, GDC or UKPHR specialist register **must** provide verifiable signed documentary evidence that they are within 6 months of gaining entry to a register at the date of interview \* | X |  |
| If an applicant is UK trained in Public Health, they 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. If an applicant is non-UK trained, they will be required to show evidence of equivalence to the UK CCT *[see shortlisting notes below for additional guidance]* | X |  |
| Applicants must meet minimum CPD requirements (i.e. be up to date) in accordance with Faculty of Public Health requirements or other recognised body  | X |  |
| MFPH by examination, by exemption or by assessment, or equivalent | X |  |
| Masters in Public Health or equivalent |  | X |
| **Personal qualities (employers may wish to add to or amend these requirement)** |  |  |
| Strong commitment to public health principles | X |  |
| Able to prioritise work | X |  |
| Able to work in multidisciplinary teams with diverse groups of people | X |  |
| Self-motivated, pro-active, and innovative | X |  |
| Excellent written and verbal communication and excellent presentation skills | X |  |
| Ability to observe and define priorities and timetables in the achievement of strategic and operational objectives | X |  |
| Demonstrable organisational abilities | X |  |
| **Experience** |  |  |
| Demonstrated Public Health leadership and decision making | X |  |
| Demonstrated experience of knowledge mobilisation and evidence into practice. | X |  |
| Teaching experience of undergraduate and postgraduate students including assessing or examining student progress, student project supervision, large group teaching, providing pastoral care to students | X |  |
| Experience of working at the interface of academia and public health practice and a high level of understanding of academic and research environments | X |  |
| Experience or knowledge of working within a health care environment or in a public health setting | X |  |
| Experience of working in, or an in-depth understanding of, a national public health body |  | X |
| Experience of working in, or in depth understanding of, the NHS, CCG’s, local authorities and social services | X |  |
| **Skills** |  |  |
| Clear understanding of key public health concepts, epidemiology and statistics, public health practice, health promotion, health policy, health economics and health care evaluation.  | X |  |
| Demonstrated ability and understanding of knowledge mobilisation and knowledge translation | X |  |
| Ability to link public health theory and practice | X |  |
| **Knowledge** |  |  |
| Clear understanding of key public health concepts, epidemiology and statistics, public health practice, health promotion, health policy, health economics and health care evaluation | X |  |
| Demonstrated ability and understanding of knowledge mobilization and knowledge translation | X |  |
| Ability to link public health theory and practice | X |  |
| **Equality and diversity** |
| An understanding of and commitment to equality of opportunity and good working relationships, both in terms of day-to-day working practices, but also in relation to management system | X |  |

***\*Applicants going through the portfolio registration routes (GMC or UKPHR) are not eligible to be shortlisted for interview until they are included on the register. The six-month rule does not apply to these portfolio route applicants.***

**Shortlisting notes**

**Applicants in training grades**

***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 Director (TPD).

***Non-Medical Applicants in training programme***

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

**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 will be expected to have gained full specialist registration with the GMC through the Certificate of Eligibility for Specialist Registration (CESR) route.

Applicants from a background other than medicine would normally be expected to have gained full specialist registration with the UKPHR.

**Employers are advised that individuals are not eligible for and should not be shortlisted for consultant in public health posts (including DPH 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 an applicant may be able to provide documentary evidence that a portfolio 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 DPH level. In all appointments, employers will wish to ensure that an applicant’s areas of competence meet those required in the person specification.**