**CONSULTANT IN PUBLIC HEALTH - PERSON SPECIFICATION**

**Blackburn with Darwen Borough Council**

**IMPORTANT: 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**

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| **Qualifications, Training etc** | **Essential** | **Desirable** |
| Inclusion in the GMC Specialist Register/GDC Specialist List/UK Public Health Register (UKPHR) for Public Health Specialists | 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 medicine practice | X |  |
| Public health specialty registrar applicants who are not yet on the GMC Specialist Register/GDC Specialist List in dental public health/UKPHR 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/UKPHR specialist registers | 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 | X |  |
| Master’s in Public Health |  | X |
| Accreditation as Educational Supervisor of PH Specialty Registrars or PGCE in Postgraduate Education |  | X |
| **Knowledge** |  |  |
| High level of understanding of epidemiology and statistics, public health practice, health promotion, health economics and health care evaluation. | X |  |
| Understanding of NHS and local government cultures, structures and policies | X |  |
| Knowledge of methods of developing clinical quality assurance, quality improvement and evidence based clinical and/or public health practice | X |  |
| Understanding of social and political environment and commitment to work within a political system irrespective of personal affiliations | X |  |
| Understanding of interfaces between health and social care | X |  |
| Strong and demonstrable understanding of interfaces between health, social care and key partners (dealing with wider determinants of health) | X |  |

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| **Experience** |  |  |
| Delivery of successful change management programmes across organizational boundaries | X |  |
| Media experience demonstrating delivery of effective health behaviour or health promotion messages |  | X |
| Experience of using complex information to explain public health issues to a range of audiences | X |  |
| **Skills** |  |  |
| Project management skills | X |  |
| Staff management and training | X |  |
| Practical experience in facilitating change and delivery of successful change management programmes across organisational boundaries | X |  |
| Budget management skills | X |  |
| Strategic thinker with proven leadership skills | X |  |
| Excellent oral and written communication skills (including dealing with the media) | X |  |
| Effective interpersonal, motivational and influencing skills including ability to motivate organisations to contribute to improving public health and wellbeing through mainstream activities and within resource | X |  |
| Ability to respond appropriately in unplanned and unforeseen circumstances | X |  |
| Good presentational skills (oral and written) including experience of using complex information to explain public health issues to a range of audiences | X |  |
| Sensible negotiator with practical expectation of what can be achieved and able to influence senior members including directors and CEOs. | X |  |
| Substantially numerate, with highly developed analytical skills using qualitative and quantitative data | X |  |
| Computer literate | X |  |
| Ability to design, develop, interpret and implement policies | X |  |
| Ability to concentrate for long periods (e.g. analyses, media presentations) | X |  |
| Strong commitment to public health principles | X |  |
| Able to prioritise work, and work well against a background of change and uncertainty | X |  |
| Adaptable to situations, able to handle people of all capabilities and attitudes | X |  |
| Commitment to team-working, and respect and consideration for the skills of others; able to both lead teams and to contribute effectively in teams led by junior colleagues | X |  |
| Self-motivated, pro-active, and innovative | X |  |
| High standards of professional probity | X |  |
| **Personal qualities** |  |  |
| Able to influence senior members including directors and CEOs | X |  |
| Able to both lead teams and to able to contribute effectively in teams led by junior colleagues | X |  |
| Commitment to work within a political system irrespective of personal political affiliations | X |  |