### Role Purpose, Context and Scope:
- Accountable for developing and directing the corporate activities of the Council at a strategic delivery level.
- Horizon scanning 1-3 years; emerging practices and seek out the latest thinking and innovation across their service areas.
- Work with Councillors in setting and delivering the strategic aims and objectives of the Services they lead.
- Provide strong leadership, direction and guidance to senior managers regarding the allocation of resources, risk management, change management and management behaviours within the services they lead.
- To role model the values and behaviours of the organisation so others can see and hear, and learn from you.
- Lead on developing the capability of the workforce so the organisation has the right skills at the right time in the right place.

### Indicative Accountabilities:
- To influence and contribute to delivering objectives set out in the Corporate Plan considering the impact of internal and external factors.
- Create and build effective relationships internally and externally with key stakeholders and instil in direct reports the imperative for accountability, responsibility and collaboration with others, for example: Councillors, other Boroughs, the communities we serve and partners.
- Lead and work collaboratively across all service areas with other senior managers (including those from partner organisations and agencies) in order to generate efficiencies.
- Effectively lead and manage staff (set, monitor and evaluate objectives on an annual basis).
- Drive significant cultural change through the corporate infrastructure.
- Be accountable for associated budget and have affordable plans in place to deliver the Medium Term Financial Plan.
- Provide assurance that the services are compliant and performance monitoring is part of the corporate rhythm, and exceptions have robust action plans.
- Lead and work collaboratively across programmes and services areas to ensure effective risk management and organisational resilience, including developing effective procedures to implement the Council’s policy and strategy.
- Be an ambassador for Haringey.

### Example Job Titles at Level B:
- Director of Adult Social Services
- Programme Director Tottenham
- Assistant Director

### Indicative Performance Measures:
- Specific measures from the Medium Term Financial Plan.
- Achievement of Council’s Corporate Priorities.
- Achievement of the outcomes within the Council’s Corporate Priorities and Workforce Plan within their service.
- Participate in external assessments e.g. Ofsted, Peer Review.

### Indicative Dimensions:
- Work involves development of specific service areas and integration of internal services with some integration with external partners.
- Has a prime responsibility for the financial management of specific service area.
- Jobs at this level operate with a wide level of discretion over staffing, resources and decisions provided that actions are consistent with Council policies.
- Can lead and deliver in a political environment.

### Haringey Values:
- Lives, and can articulate for others, our values: Human • Ambitious • Accountable • Professional

### Indicative Knowledge, Qualifications, Skills and Experience:
- Deep knowledge of concepts, principles and practices gained through extensive experience and development in a specific field.
- Degree level or equivalent qualification plus substantial post qualifying in specialised field.
- Membership of appropriate professional body by examination e.g. CIPFA, RICS or evidence of continuing professional development (CPD).
- Excellent communication skills.
- Ability to work with high level internal and external stakeholders.

### Leadership Qualities:
- **Achieving Ambitious Outcomes** – Contributes to the organisation’s vision and creates goals that have a clear focus and purpose.
- **Service Excellence** – Brings something extra to the organisation so it’s able to achieve the best results. Makes excellent use of resources to achieve the highest standard of results.
- **Thinks Differently** – Works with increasing complexity and ambiguous situations. Actively participates in continuous development, anticipates issues and isn’t afraid to instigate changes and innovation.
- **Visible Leadership** – Makes him or herself into a definite leadership figure, recognised by the whole team. Is a clear leader, walks the talk.
- **Work in Partnership; One Council** – Demonstrates organisational sensitivity – understands structures, political sensitivities and dynamics – of their own, and external partners’ organisations – which shape how things get done.
- **Open Communication** - Has presence, credibility and influence. Presents compelling and coherent arguments to convince and involve others. Is approachable and responds quickly to the needs of the audience.
Job Specific Profile

Job Title and Service Area:

Director for Public Health
Deputy Chief Executive Service

Role Purpose:

The Director for Public Health (DPH) is a statutory chief officer of the authority and the principal adviser on all health matters to elected members and officers, with a leadership role spanning all three domains of public health: health improvement, health protection and healthcare public health. The post holder will provide a clear, decisive, fiscally responsible strategy for Public Health. The post holder will engage in regulated activity by virtue of undertaking the role and will come within scope of the Safeguarding Vulnerable Groups Act of 2006 and of the vetting Barring Scheme. The DPH has duties under the NHS Act 2006 and the Health and Social Care Act 2012. The post holder has a duty to write the annual report on the health of the local population.

Main Responsibilities (in addition to indicative accountabilities on generic profile):

1. Responsible for providing expert objective advice and guidance to all on health issues, concerns and emergency preparedness across the Council.
2. Provide the public with expert, objective advice on health matters.
3. Ensure effective and tested plans are in place for the wider health sector to protect the local population from risks to public health.
4. Responsible for the Council’s duties to improve public health and to play a key role in the Council’s action to meet the needs of vulnerable children.
5. To promote collaborative working across all local authority and NHS colleagues.
6. To be an active member of the health and wellbeing board, advising on and contributing to the development of joint strategic needs assessments and joint health and well being strategies, and commission appropriate services accordingly.
7. Responsibility for the management of the Council’s health services, with professional responsibility and accountability for their effectiveness, availability and value for money.
8. Contribute to and influence the work of NHS commissioners, helping to lead the whole systems approach across the public sector.

Knowledge, Qualifications, Skills and Experience (in addition to those on generic profile):

- Appropriate registration with the GMC, the GDC or the UKPHR.
- Know how to improve the population’s health by understanding the factors that determine health and ill health, how to change behaviour and promote both health and wellbeing in ways that also reduce inequalities in health.
- In-depth experience at a senior managerial level of successfully managing significant public health initiatives with a detailed understanding for the role of public health and experience of programmes targeted at its improvement.

Dimensions:

Functional Areas

- Health Improvement Service
- Health Protection
- Sexual Health

Organisational Structure (attach as an appendix)