Indicative Salary Range: £105,000 to £120,000 p/a

Reports to: Deputy Chief Executive

Job Purpose
The post holder has responsibility for improving and protecting health, advising on health services and ensuring that the impact on health is considered in the development and implementation of all policies.

Context
The Director of 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.

Statutory Responsibilities
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.

Specific Responsibilities
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. Work through local resilience fora to 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. To work with wider civil society to engage local partners in fostering improved health and wellbeing.
9. Contribute to and influence the work of NHS commissioners, helping to lead the whole systems approach across the public sector.
10. Drive significant cultural change through the service and key partners.
11. To deputise for your line manager if required.

**Corporate Responsibilities**
As a Director in the London Borough of Haringey the post holder will be expected to lead by example and to behave in accordance with the Haringey leadership framework and the accountabilities framework. They will be expected to conduct their duties within professional and legal standards and more specifically they will be expected to:

- Ensure that the strategic outlook, advice and guidance given considers not only internal factors but the impact of external forces;
- Be responsible to create, foster and manage effective relationships with Members;
- Work collaboratively with across all service areas with other senior managers in order to generate efficiencies and create synergies wherever possible;
- Be totally accountable for associated budget, and agree MTFPs of direct reports;
- To be a named member of the Gold Emergency Planning rota and to ensure that services the post holder is responsible for have appropriate business continuity plans and emergency response procedures;
- The post holder must ensure that Health & Safety legislation and the Council’s Health & Safety requirements are complied with and monitored within;
- Be aware of and comply with the Council’s Equal Opportunities Policy.

**Functional Areas**
Public Health Information Analysis
Emergency Planning
Best Practice & Primary Care Commissioning
Health Protection
Public Health Commissioning
Public Health Strategy
Teenage Pregnancy
Sexual Health
Public Health Administration
Drug and Alcohol Strategy

**Signed**

Line Manager

Post Holder

Date

Date
### Accountabilities Framework

**Strategic Direction:** Post holders will be expected to think strategically, looking forward across a typical horizon of five years they will be required to scan the external environment and anticipate the impact of external forces. Thinking involves setting policy frameworks and objectives for others to ensure integration between function and sub-functions in pursuit of collective goals.

<table>
<thead>
<tr>
<th>Core Accountabilities</th>
<th>Expert &amp; Advisory Accountabilities</th>
<th>Partnering &amp; Commissioning Accountabilities</th>
<th>Delivery Accountabilities</th>
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</thead>
<tbody>
<tr>
<td><strong>Financial &amp; Resource Management</strong></td>
<td><strong>Political Management</strong></td>
<td><strong>Customer &amp; Market Analysis</strong></td>
<td><strong>Contract Management</strong></td>
</tr>
<tr>
<td>Own and delegate significant financial budgets and resources, on behalf of the Council, ensuring that they are focused towards the delivery of intended outcomes in a manner which demonstrates value for money and compliance with relevant policies and guidelines.</td>
<td>Provide strategic advice, guidance and challenge to Cabinet and members in the setting of political objectives and priorities and in developing appropriate strategies for achieving them.</td>
<td>Lead the strategic commissioning of outcomes for the citizens and communities across a broad range of services based on thorough customer and market analysis and effective service planning, design and procurement.*</td>
<td>Provide strategic leadership and oversight to the management of significant contracts for the Council acting as the point of escalation for issues to ensure that the highest possible levels of service quality are provided.</td>
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<tr>
<td><strong>Business Planning &amp; Risk Management</strong></td>
<td><strong>Professional Leadership</strong></td>
<td><strong>Market Development</strong></td>
<td><strong>Performance Management</strong></td>
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<td>Lead the development of business strategies for the Council and its partners which are focused on achieving the political objectives and priorities which are focused on achieving the political objectives and priorities of Haringey and which ensure that all associated risks are identified and understood.</td>
<td>Ensure that authoritative professional leadership is provided across broad range of disciplines which sets a clear professionals direction across the Council based on national best practice.</td>
<td>Lead the strategic development of the broad marketplace including shaping and stimulating markets to access appropriate and relevant public, private and voluntary sectors capabilities to deliver the best possible outcomes for the citizens and communities of Haringey</td>
<td>Ensure that intended outcomes for the citizens and communities of Haringey are achieved through rigorous management against strategic performance indicators.</td>
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<tr>
<td><strong>Leadership and people management</strong></td>
<td><strong>Policy &amp; Development</strong></td>
<td><strong>Partnership Development</strong></td>
<td><strong>Operational Improvement</strong></td>
</tr>
<tr>
<td>Act as a strategic leader building strong, visible and collective leadership between cabinet, senior officers and partners which builds a culture of high performance, inspires people and supports the delivery of Council objectives.</td>
<td>Work with cabinet to develop strategic policy direction with both delivers their priorities and ensures that the Council complies with all relevant legislation and statutory requirements within an acceptable level of risk.</td>
<td>Lead the development of strategic relationships for the Council with a broad range of external organisations to enable the development and delivery of effective outcomes through collaborative, joined-up working.</td>
<td>Provide strategic leadership to the continual improvement of operations for the Council ensuring that business processes are effective and efficient and enable the highest possible levels of service quality to be provided.</td>
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<tr>
<td><strong>Customer Experience</strong></td>
<td><strong>Assurance &amp; Regulation</strong></td>
<td></td>
<td><strong>Programme &amp; Project Management</strong></td>
</tr>
<tr>
<td>Set a strategic focus across the Council and its partners on delivering and inclusive and outstanding customer experience to all of the citizens and communities of Haringey.</td>
<td>Provide independent assurance that the Council’s strategic decisions are being made in accordance with governance arrangements, relevant legislation and statutory requirements, and in a manner which ensures safety and security.</td>
<td></td>
<td>Act as the accountable sponsor for strategic programmes and projects across the Council ensuring that they are initiated and governed in an effective manner in order to achieve their intended benefits nod goals</td>
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Role Types

Partnership (Collaborative) Roles: These roles identify and are responsible for the outcomes that need to be achieved to best meet the needs of the citizens and communities of Haringey. These roles are hybrids with shared accountability for outcomes but with little direct operational control. In order to achieve outcomes, these roles are required to work collaboratively with others, the most common example being commissioning staff that will monitor local partner activity in order to ensure the delivery of high quality results. At the lower levels, these roles undertake specific commissioning for discrete services. At the higher level, these roles set commissioning outcomes across a broad range of thematic services.

Delivery Roles: These roles are the more traditional ‘front line’ service delivery roles. Here, post holders are directly accountable for performance, often through the direct controls of significant resources or through managed contracts. At the lower levels, operational managers may oversee a department or team. At the higher levels, they may be in charge of a department, large operational area or the management of significant contracts and may be ultimately accountable for ensuring compliance with statutory obligations.

Expert & Advisory roles: These roles provide a broad service that set policy and provide advice to support and assure all of the Council’s day to day activities. They gather information required by other groups to make strategic decisions and translate this into corporate policy and strategic advice. They have little or no direct accountability for outcomes; however, what they are accountable for is the quality of advice they provide to business leaders. At the lower levels, these roles tend to focus on research and analysis and the interpretation and implantation of policies. At the higher level, post holders set strategy, develop policy and provide assurance across the Council more broadly.

Work Levels

Strategic Direction: Post holders will be expected to think strategically, looking forward across a typical horizon of five years they will be required to scan the external environment and anticipate the impact of external forces. Thinking involves setting policy frameworks and objectives for others to ensure integration between function and sub-functions in pursuit of collective goals.

Strategic implementation: Thinking is associated with the variable application of policy locally. Post holders will be required to re-shape policy to fit within the local environment, turning functional policy into reality. Thinking goes beyond the year ahead and is required to be open to external influences.

Tactical Implementation: Post holders will be required to translate policies into operating procedures. Thinking is essentially concerned with the year ahead, although with a clear understanding of likely longer term developments. Solutions to problems will be designed to meet set objectives in line with the existing internal or external environments.

Operational management: Thinking is concerned with the interpretation and tactical application of policy to support local needs, i.e., how can policies be satisfactorily applied to a particular area of the borough. In order to contribute to wider policy decisions, post holders will provide feedback on how policies impact locally.
For Recruitment Purposes - Person Specification

The post holder will be expected to demonstrate associated qualities from the Leadership Framework and the Accountabilities Framework. In addition, the successful candidate will have attained:

<table>
<thead>
<tr>
<th>Qualifications</th>
<th>Essential</th>
<th>Desirable</th>
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<tbody>
<tr>
<td>Appropriate registration with the GMC, the GDC or the UKPHR</td>
<td>x</td>
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<tr>
<td>Undertakes a continuing professional development (CPD) programme that meets the requirements of the Faculty of Public Health or other equivalent professional body</td>
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During the selection process a successful candidate will be required to evidence:

<table>
<thead>
<tr>
<th>Knowledge &amp; Understanding</th>
<th>Essential</th>
<th>Desirable</th>
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<tbody>
<tr>
<td>Understanding of the workings of local government</td>
<td></td>
<td>x</td>
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<td>Understand how to put together a comprehensive service strategy</td>
<td>x</td>
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<td>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</td>
<td>x</td>
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<tr>
<td>Managing large and/or multiple budgets</td>
<td>x</td>
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<tr>
<td>Management experience in a similar sized public sector organisation</td>
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<td>x</td>
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<tr>
<td>In-depth experience at a senior managerial level of successfully managing significant public health initiatives with a detailed understanding fo the role of public health and experience of programmes targeted at its improvement</td>
<td>x</td>
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<tr>
<td>Development and successful implementation of policy proposals at a corporate and strategic level</td>
<td>x</td>
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