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| **Job Description** |
| **Post title** | PUBLIC HEALTH PRACTITIONER |
| **JE Reference No** | N9936 |
| **Grade** | Grade 12 |
| **Service** | Adult and Health Services |
| **Service Area** | Public Health |
| **Reporting to** | Public Health Advanced Practitioner |
| **Location** | Your normal place of work will be Durham, but you may be required to work at any Council workplace within County Durham |
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| **DBS** | This post **is not** subject to a disclosure. |
| **Flexitime** | This post **is** eligible for flexitime |
| **Politically restricted** | This post **is not** designated as a politically restricted post in accordance with the requirements of Section 1(5) of the Local Government and Housing Act 1989 and by regulations made from time to time by the Secretary of State |

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| **Description of role** |

1. **You will deliver, coordinate and facilitate a range of integrated public health programmes that build on local assets to address multiple health needs and local people. This will include:**
* Leading and ensuring delivery of a range of evidence-based public health programmes and campaigns
* Taking responsibility for a group of public health outcomes and process measures to achieve defined targets and identification and implementation of appropriate health outcomes measures linked to the Public Health Outcomes Framework and mandated services which are a core function/ responsibility of Durham County Council.
* Identifying health and wellbeing related issues, needs, and priorities of population cohorts across the County.
* Increasing public awareness of risk factors that may contribute to the development of disease
* Planning and supporting the delivery of structured programmes or training where required to build capacity or improve awareness
* Quality assurance of agreed programmes
* Leading the development of action plans and strategies in line with changing needs, consultation and expected outcomes
* Developing and leading multi-agency partnerships, including other statutory organisations and the third sector.
* Ensuring that the activities undertaken take full account of the Council’s corporate policies and requirements
* Leading the development of community based assessments of health needs, health impact assessment, health surveillance and the subsequence identification of problems and solutions to address these, with specific focus on inequalities in access and health outcomes
* Promoting the continual use of County Durham’s Approach to Wellbeing
* Carry out evaluation of key programmes of work.
1. **You will work with partners to:**
* Gain insight into communities for key elements of the JSNA and for public health programmes
* Provide advice concerning inequalities, community needs, and evidence-based policy, strategy and interventions to influence strategy and commissioning.
* Contribute to the JSNA, local profiling and health needs assessment
* Collaborate with colleagues across the Public Health team and the commissioning team to ensure that health improvement and inequalities targets are met in commissioning and service delivery
* Actively support and develop service providers and the wider public health workforce to ensure targets can be met
1. **You will provide support to enable people to engage in public health services and activities. This will include:**
* Consulting with appropriate groups and targeting the delivery of health improvement and wider determinants programmes in relation to need
* Using a range of methods to proactively identify people who may be vulnerable or at risk
* Ensuring that all health promotion and prevention programmes target vulnerable groups appropriately
* Supporting public involvement and consultation on relevant issues, promoting dialogue with community groups by providing regular and appropriate information on progress
* Signposting and supporting the public and the partners into a wide range of community and statutory services
1. **You will increase capacity through training to embed Public Health outcomes across Durham. This will include:**
* Ensuring that training provision is delivered and targeted appropriately and meets the needs of participants
* Providing advice and training to key strategic groups and organisations to raise awareness of health and wellbeing needs and evidence.
1. **You will liaise with partner and external organisations to support the delivery of health and wellbeing programmes, policies and strategies. This will include:**
* Engaging with key partners in the development of health and wellbeing strategies and programmes
* Maintaining locality network of key contacts and providers
* Establishing systems of maintaining communications within the network
* Building topic knowledge and expertise, and share this with partners and key groups to influence strategy, commissioning and delivery.
* Engaging with and contributing to regional and national networks in order to build expertise and share best practice.
* Working closely with Public Health England and its successor body on relevant public health areas specific to the portfolio of work.  This will include engaging with and contributing to public health networks and regional fora in the North East in order to share best practice, skills and resources relevant to your portfolio.
1. **You will monitor and evaluate the impact of public health strategies, programmes and interventions. This will include:**
* Continually seek to evaluate the impact of public health strategies, programmes and interventions utilising routine and bespoke information.
* Where appropriate, commissioning evaluations and further data analysis.

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| **Duties and responsibilities** |

An annual workplan will be agreed with regard to the specific duties and responsibilities of each Public Health Practitioner post. This will take into account current workloads and priorities across the team, whilst enabling delivery of the priorities identified within the Strategic Plan. This workplan will also be supported by a personal development plan.

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| **Organisational responsibilities** |

**Values and behaviours**

To demonstrate and be a role model for the council’s values and behaviours to promote and encourage positive behaviours, enhancing the quality and integrity of the services we provide.

**Smarter working, transformation and design principles**

To seek new and innovative ideas to work smarter, irrespective of job role, and to be creative, innovative and empowered. Understand the operational impact of transformational change and service design principles to support new ways of working and to meet customer needs.

**Communication**

To communicate effectively with our customers, managers, peers and partners and to work collaboratively to provide the best possible public service. Communication between teams, services and partner organisations is imperative in providing the best possible service to our public.

**Health, Safety and Wellbeing**

To take responsibility for health, safety and wellbeing in accordance with the council’s Health and Safety Policy and procedures.

**Equality and diversity**

To promote a society that gives everyone an equal chance to learn, work and live, free from discrimination and prejudice and ensure our commitment is put into practice. All employees are responsible for eliminating unfair and unlawful discrimination in everything that they do.

**Confidentiality**

To work in a way that does not divulge personal and/or confidential information during the course of their work and follow the council’s policies and procedures in relation to data protection and security of information.

**Performance management**

To promote a culture whereby performance management is ingrained and the highest of standards and performance are achieved by all. Contribute to the council’s Performance and Development Review processes to ensure continuous learning and improvement and to increase organisational performance.

**Quality assurance (for applicable posts)**

To set, monitor and evaluate standards at individual, team and service level so that the highest standards of service are delivered and maintained. Use data, where appropriate, to enhance the quality of service provision and support decision making processes.

**Management and leadership (for applicable posts)**

To provide vision and leadership to inspire and empower all employees so they can reach their full potential and contribute to the council’s values and behaviours. Managers and leaders must engage in personal development to ensure they are equipped to lead transformational change; always searching for better ways to do things differently to meet organisational changes and service priorities.

**Financial management (for applicable posts)**

To manage a designated budget, ensuring that the service achieves value for money in all circumstances through the monitoring of expenditure and the early identification of any financial irregularity.

The above is not exhaustive and the post holder will be expected to undertake any duties which may reasonably fall within the level of responsibility and the competence of the post as directed by your manager.

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| Person specification |
|  | Essential | Desirable |
| Qualifications | * A relevant degree, supplemented by public health improvement knowledge, acquired through training, courses and experience.
* Evidence of continuing professional development.
* Commitment to work towards a Masters in Public Health or equivalent.
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| Experience | * Experience of effective multi-agency working (including external agencies, volunteers and communities) to deliver population level public health programmes
* Searching for and critically appraising public health, health and care evidence
* Writing and presenting reports about public health, including to senior audiences
* Experience of collection and analysis of data
* Supporting the development of the Joint Health and Wellbeing Strategy and/ or other relevant public health strategies
* Experience of supporting the systematic delivery of public health social marketing and communication campaigns
* Experience of delivering community-based activity and engaging with individuals and groups on key issues
* Experience of working with groups and facilitating discussions
 | * Experience of delivering or commissioning Public Health services and interventions
* Experience of project management (including the delivery of targets within a limited timescale).
* Experience of leading health needs assessments
* Experience in the use of health protection measures and in supporting the management of outbreaks
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| Skills & Knowledge | * Excellent written and verbal communication including presentation and report writing demonstrating a capacity to produce high quality written reports and briefing papers
* Skilled in delivering presentations to a range of audiences and communicating complex information effectively
* Ability to maintain monitoring records and produce analytical reports as and when required
* Knowledge of national and local strategies including those relating to behaviour change / health and wellbeing
* Knowledge of high risk behaviour and the impact on health and wellbeing
* Knowledge of local health needs and priorities
* Knowledge of local services to support/signpost partners
* Knowledge about local communities
* Knowledge of health messages and benefits of changing behaviour
* Knowledge of how services are commissioned
* Excellent interpersonal skills
* Competent IT skills particularly Teams, Word, PowerPoint and Excel
* Strong group work skills, including the ability to facilitate discussions that reach actionable decisions
 | * Understanding of budget management
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| Personal Qualities | * Commitment to developing knowledge and skills across public health
* Able to work on own initiative and as a member of a team
* Ability to promote fully inclusive services demonstrating a holistic approach to families
* Able to organise workload, prioritise competing demands and work to deadlines
* Able to maintain confidentiality and security
* Able to engage and motivate a wide range of client groups
* Flexible approach to work
* Committed to the principles of equality and diversity
* Willingness to work flexible hours (including weekends and evenings) and be adaptable
* Full current driving licence or able to meet the travel needs of the post
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