

Public Health Principal (Health Intelligence)

Job Description

Position Pay Level: 10

Position Pay SCP: 48 - 53

Salary: £63,306 - £69,509 (inclusive of Local Weighting Allowance of £1,130 per annum)

DBS requirement: Enhanced

Reports to: Consultant in Public Health

Responsible for: Public Health Analyst, Public Health Lead – Behavioural Insights, Public Health Community Development Officer, Local Authority Research Practitioner

Number of reports: 4 direct reports and 4 indirect reports

Financial Responsibilities: Budget responsibilities associated with Health Intelligence commissioning and programme delivery up to £1 million.

Main purpose of Job:

The Public Health Principal (Health Intelligence) will provide strategic leadership for the development and delivery of the Public Health Intelligence, Insight and Research function across Slough Borough Council and wider system partnerships.

The postholder will support the Consultant in Public Health to ensure that strategic planning, commissioning and service delivery are informed by robust evidence, population health intelligence, research and behavioural insights to improve health outcomes and reduce health inequalities for Slough residents. This includes leading the development, implementation and evaluation of key programmes such as the Joint Strategic Needs Assessment (JSNA), behavioural insights, community-led research and asset-based community development.

The role will provide specialist leadership and expert advice on complex population health data, statistical analysis and research evidence, supporting the Council and partners to understand population health needs, identify inequalities, evaluate interventions and inform effective resource allocation.

Working collaboratively across the Council, NHS, voluntary and community sector, academic institutions and wider partnerships, the postholder will embed evidence-informed decision-making, strengthen research infrastructure, governance and capability, and support integrated approaches to improving population health. As the Public Health service evolves, responsibilities may change to reflect emerging population health needs, national policy and organisational priorities.

Main Accountabilities:

Public Health

- Alongside the Consultant in Public Health for Health Intelligence, lead the development and delivery of health intelligence, insight and research programmes to inform strategic priorities, commissioning and service improvement.
- Ensure robust financial management including the delivery of savings and efficiencies to enable the Council to achieve budgetary targets.
- Ensure effective stakeholder management, developing, managing and supporting external partnerships and working with key internal stakeholders to ensure responsive and proactive service delivery.
- Provide strategic leadership to embed population health intelligence, research and behavioural insights into policy development, commissioning and decision-making across Slough Borough Council and wider partnerships.
- Provide functional leadership in health intelligence, insight and research, coordinating staff and project activities to ensure robust analysis, evidence-based commissioning and an outcomes-focused approach to improving services and reducing health inequalities.
- Lead the development of research infrastructure, governance and capacity across the Council, including supporting research funding applications, commissioning and delivery of research projects, community-led research and the dissemination of findings to inform policy and practice.
- Drive continuous quality improvement within the team by challenging existing practices and actively seeking ways to achieve better outcomes for residents.
- Support the organisation to ensure legislative and professional compliance in regard to Public Health and challenge where these are not being met.
- Support effective discharge of the Council's statutory responsibilities for Public Health together with associated regulatory responsibilities.
- Ensure the Public Health area works collaboratively and proactively with all areas of the organisation to ensure the effective operation of the Council.
- Hold and develop the community of practice of Public Health across the organisation including mentoring staff in order to improve delivery of the specialism and support career development.
- Represent where necessary for the Consultant in Public Health, Deputy Director of Public Health and the Director of Public Health.
- Supervise Public Health trainees (Registrars and Foundation Doctors) and other personnel attached to the Public Health Team such as Local Government Graduate Programme and Public Health postgraduates.

People Management

- Lead, organise, develop and motivate employees within assigned service areas.
- Manage performance, appraisals, training and development requirements, recruitment and selection, discipline and grievance, absence management.

Service Delivery

- Lead on the business and annual planning processes for this service area, ensuring clarity of performance indicators and targets to implement agreed strategy.
- Work as part of the senior leadership team and with other stakeholders to shape strategic plans to deliver council public health priorities, achieve objectives and deliver high-performance outcomes.
- Ensure processes and systems are in place to monitor and review service delivery and the achievement of agreed objectives and performance criteria.
- Promote and manage the delivery of services to meet customer expectations.
- Ensure the provision of services and provide information in accordance with organisational procedures and guidelines.
- Provide expert advice and guidance to internal and external customers / members of the public on complex processes and situations, responding to serious issues as necessary.

Relationship Management & Networking

- Build and promote effective working relationships with customers internally and externally to provide an integrated service delivery, ensuring smooth delivery of tasks and activities to provide high levels of customer service.
- Develop and maintain strategic partnerships with NHS organisations, academic institutions, research networks, voluntary and community sector organisations and other local authorities to strengthen research, intelligence and insight capability and support improved population health outcomes.

Financial & Resource Management

- Manage delegated budgets associated with health intelligence, insight, research and programme delivery, including oversight of relevant research grants and externally funded projects, ensuring effective financial management and compliance with Council procedures.
- Determine most cost-effective use and deployment of resources to achieve corporate and functional objectives ensuring compliance with statutory and financial obligations, with effective systems to manage performance and risk.
- Proactively monitor budgets in accordance with financial procedures, requirements, and audit recording, manage revenue and expenditure, and ensure compliance with the Council's financial and management control policies and criteria.

- Handle and process computerised data and information with care, accuracy, confidentiality, and security.

Planning & Organising

- Manage the planning and delivery of the programme of work / workloads within their area of responsibility to achieve a quality service and ensure any technical and statutory requirements are met.
- Strategically lead public health projects and reviews within defined areas of work.
- Plan, prioritise and deliver service functions, securing appropriate resources within agreed processes and frameworks, including co-ordinating work of others.

Values

- Uphold and role model the Values and behaviours of Slough Borough Council and ensure that all activities are consistent with organisational and public service values.
- Challenge any inappropriate behaviours as necessary.

Equality & Diversity

- Provide leadership on equality issues, working with a range of diverse stakeholders, to proactively promote equality of opportunity and support the Council's policies and procedures.
- Work inclusively with others and provide direction to generate a positive work environment and remove barriers to accessing services.

Health, Safety & Wellbeing

- Utilise relevant policies and procedures to help maintain a safe and secure work environment for employees and visitors to council premises.
- Adhere to safe working under the health and safety policy. Work alongside colleagues in the maintenance of a safe working environment reporting incidents, accidents, repairs promptly, taking appropriate action as required.
- Have regard to, and comply with, safeguarding policy and procedure as appropriate.

Person Specification:
Public Health Principal (Health Intelligence)

Area	Description	Essential (E)/ Desirable (D)	Method: Application (A) Interview (I) Test (T)
Experience	Demonstrable successful senior management experience over a number of years in a large, complex, multi-service organisation, managing across a range of technical or professional areas or specialisms.	E	A/I
	Experience of leading and managing significant organisational change with evidence of achieving tangible benefits, including implementing new organisational structures, systems and new and flexible ways of working.	E	A/I
	Proven experience of financial and budgetary management with experience in formulating financial strategies that provide value for money and puts stakeholders at the centre of financial decisions.	E	A/I
	Proven track record of embracing digital approaches and new ways of working to achieve quantifiable efficiencies and improved ways of working. Experience of using complex information to explain public health issues to a range of audience to influence relevant plans and policies.	E	A/I
Skills and abilities	Experienced in leading on strategic decision-making, including making evidence-based decisions in a fast-paced environment.	E	A/I
	Strong level of digital literacy, including office software suites and flexible ways of working (e.g. video conferencing, remote working).	E	A/I
	Evidence of planning and organising work of self and others to produce a high level of output to quality standards, leading on longer term developments of the service	E	A/I
	Evidence of facilitating change and transformation, developing productive and collaborative ways of working with colleagues and stakeholders in wider internal and external partnerships, leading	E	A/I

	and motivating others to achieve visible service delivery improvements.		
	Excellent written and oral communication, advocacy, negotiating and influencing skills. Strong networking and presentation skills to relate effectively to employees, managers, elected members, the public and stakeholders and command their respect, trust and confidence.	E	A/I
	Experience of leading the delivery of major projects and/or programmes, demonstrating excellent project management skills and experience, managing performance to achieve required outcomes.	E	A/I
	In depth knowledge of methods of developing clinical quality assurance, quality improvement, evaluation and evidence based public health practice.	E	A/I
Knowledge and understanding	In depth understanding of the health and care system and the relationships with both local and national government.	E	A/I
	Strong and demonstrable understanding of interfaces between different departments and key partners (dealing with wider determinants of health).	E	A/I
	Demonstrates a high level of understanding of the values and behaviours expected from Slough Borough Council to proactively promote a positive working environment and culture. Understanding of the Public Sector Equality Duty and its application to public health practice.	E	A/I
	Demonstrates personal responsibility for proactively enhancing service provision and access to services promoting fairness and dignity and equality of opportunity at work.	E	A/I
	Understanding of Health and Safety legislation and good practice and how it relates to themselves and others in the workplace. An understanding of large, complex and political organisations.	E	A/I
	Understanding of, and commitment to, the development of policies to promote sustainable development and community resilience.	E	A/I

Qualifications	Degree-level qualification and a relevant postgraduate qualification in Public Health or a related discipline, or equivalent specialist knowledge and experience e.g. MPH	E	A
	Membership of a relevant Public Health chartered or professional body 04, FPH or RSPH.	D	A
	Demonstrable commitment to continuous professional development in accordance with Faculty of Public Health requirements or other recognised body.	E	A/I