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| Last updated: | <12 May 2023> |

**JOB DESCRIPTION**

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| Post title: | **Consultant in Public Health Medicine OR Consultant in Public Health**  Consultant Advisor | | |
| Academic Unit/Service: | NIHR Evaluation, Trials and Studies Coordinating Centre (NIHR Coordinating Centre) – School of Healthcare Enterprise and Innovation | | |
| Faculty: | Faculty of Medicine |  |  |
| Career pathway: | Clinical OR MSA | Level: | Terms and conditions to be agreed subject to experience and qualifications |
| \*ERE category: | N/A | | |
| Posts responsible to: | The post holder will be managerially accountable to the Coordinating Centre Scientific Director. | | |
| Posts responsible for: | This post may carry line management responsibility for a small number of research managers who support the functions of this post. | | |
| Post base: | Office based / hybrid working | | |

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| Job purpose |
| The planned responsibilities of this post lie largely within the NIHR research programmes that the NIHR Coordinating Centre in Southampton manages. The postholder will provide Consultant in Public Health Medicine (CPHM) / Consultant in Public Health (CPH) leadership and support to all aspects of the research we fund, from working with key evidence users (leading academics, senior policy makers, clinicians, patients and the public) to identify important research questions, through to funding and delivery of the research, and onto publication of the results in the NIHR Journals Library.  The NIHR research programmes we manage can include research in any aspect of all specialties of clinical medicine, and the health and care system. This is a technically challenging role and applicants will need to demonstrate and provide evidence that they have the necessary knowledge and experience to support the full breadth of clinical research that the Coordinating Centre funds including support to our significant portfolio of ongoing studies.    The postholder will be expected to provide agile and flexible CPHM / CPH leadership across any of our current NIHR research programmes as is required, and to any new NIHR research programmes or funding initiatives managed by the Coordinating Centre in the future.  In delivering their responsibilities the post holder is expected to demonstrate expertise across the full range of relevant competencies as set out by the Faculty of Public Health (Appendix 1). |

| Key accountabilities/primary responsibilities | | % Time |
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|  | Provide CPHM / CPH leadership and support to the NIHR Health Technology Assessment Programme and / or the NIHR Efficacy and Mechanism Evaluation Programme, including engagement with key stakeholders in the identification, commissioning, funding and monitoring of research within these programmes. | 40% |
|  | Provide additional CPHM / CPH leadership and support to the monitoring of studies in the other domestic NIHR research programmes we manage. | 10% |
|  | Provide CPHM / CPH leadership and support to the expanding NIHR Public Health Research programme and prevention initiatives, including the development of a new public health research coordination hub, engagement with local government in the identification, commissioning and monitoring of public health research. | 20% |
|  | Provide CPHM / CPH leadership and support to the NIHR Global Health Research Programme, including engagement with key stakeholders in the identification, commissioning, funding and monitoring of research within the programme. | 20% |
|  | Provide agile and flexible CPHM / CPH leadership across any of our current NIHR research programmes as is required, and to any new NIHR research programmes or funding initiatives managed by the Coordinating Centre in the future. | 10% |
|  | Within the areas set out above, the post-holder:   * will provide expert advice and leadership to support and inform an evidence-based approach within ethical frameworks to commission and develop high quality research and evidence for the NHS, public health and social care across the full breadth of clinical research across the NIHR research programmes the Coordinating Centre manages. * will develop and use information and intelligence systems to underpin delivery of NIHR research programmes, leading collation and interpretation of relevant data * will line-manage directorate staff as required, and contribute to the training of specialty registrars * will work effectively as part of a multidisciplinary team * will contribute to the formulation of organisational / research programme budgets and financial initiatives |  |

| Internal and external relationships |
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| Internal and external relationships:  Internal:   * The post holder will be working closely with NIHR Coordinating Centre staff who have responsibilities across the research management pathway in support of the successful delivery of the NIHR research programmes managed by the Coordinating Centre. * Working closely with the other consultants in public health medicine and clinical / scientific leads who support the various NIHR research programmes. * Working collaboratively with the NIHR Coordinating Centre Directors and other senior members of staff to support delivery of the NIHR Strategy as part of ‘One NIHR’.   External:   * The post holder will work closely with the Coordinating Centre research programmes’ Programme Directors and funding committee chairs, as well as other key external stakeholders including NHS England, UKHSA, OHID, NICE, Royal Colleges and frontline clinicians, local authorities and social care commissioners and providers, as well as patient and client groups. * As a senior member within the Coordinating Centre there will be interaction with senior colleagues in the Department of Health and Social Care, NIHR, Devolved Administrations and other funding bodies.   IT, secretarial support and other internal resources:   * The Coordinating Centre has excellent IT support. PA and managerial support is provided. PA support will be provided as a shared resource with other senior staff.   Training and CPD arrangements:   * The organisation is approved for the training of public health specialists and there are three recognised educational supervisors, with one taking the lead on training whilst other consultants contribute to training. There is strong organisational support for appraisal, CPD and personal development.   At the University of Southampton, we value diversity and equality. We aim to be an equal opportunities employer and welcome applications from all sections of the community. |

**PERSON SPECIFICATION**

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| Criteria | Essential | Desirable | How to be assessed |
| Qualifications, knowledge and experience | Inclusion in the GMC Full and Specialist Register with a license to practice or Inclusion in the UK Public Health Register (UKPHR) for Public Health Specialists  Membership of the Faculty of Public Health (MFPH) or equivalent  Public health specialty trainee applicants who are on a recognised public health specialty training programme who are not yet on the GMC Specialist Register or the UK Public Health Register (UKPHR) for Public Health Specialists must provide verifiable signed documentary evidence that they are within 6 months of gaining their CCT at the date of interview  If included in the GMC Specialist Register with a license to practice in a medical specialty other than public health medicine, candidates must have equivalent training and/or appropriate experience of public health medicine practice.  Applicants should provide evidence that demonstrates they have the necessary knowledge and experience to support the full breadth of clinical research that the Coordinating Centre commissions and manages.  Applicants must meet minimum CPD requirements (i.e. be up to date) in accordance with Faculty of Public Health requirements or other recognised body.  Understanding and experience of the workings of the NHS, local government, social care services, and the local and national public health landscape.  Understanding of the NIHR and NIHR research programmes. However, it is not necessary for applicants to have previously been part of NIHR.  High level of understanding of epidemiology and statistics, public health practice, health promotion, health economics and health care evaluation.  Knowledge of methods of developing clinical quality assurance, quality improvement and evidence based clinical and/or public health practice. | Scientific publications, presentation of papers at conferences, seminars etc. | Application and interview |
| Planning and organising | Experience of leading on strategic planning across a complex organisation operating in a complex environment.  Able to prioritise work and work well against a background of change and uncertainty. |  | Application and interview |
| Problem solving and initiative | Substantially numerate, with highly developed analytical skills using qualitative and quantitative data.  Ability to make judgements on significant new problems where precedent may not apply.  Ability to develop innovative solutions and practical implementations for strategic change. |  | Application and interview |
| Management and teamwork | Strategic thinker with proven leadership skills.  Adaptable to situations, can handle people of all capabilities and attitudes.  Commitment to team-working, ability to lead teams and respect and consideration for the skills of others.  Ability to prioritise work within a complex environment and delegate effectively.  Flexibility both in terms of responding to new areas of work and managing multiple areas of work with tight deadlines.  Practical experience in implementing successful change management initiatives and formulating strategic plans.  Ability to recognise and deal with obstacles and difficulties so that teams can deliver. |  | Application and interview |
| Communicating and influencing | Excellent oral and written communication skills.  Effective interpersonal, motivational and influencing skills.  High level of tact and diplomacy.  Ability to establish and build major relationships with senior staff and key stakeholders.  Sensible negotiator with practical expectation of what can be achieved. |  | Application and interview |
| Other skills and behaviours | Able to demonstrate alignment with the University’s and Coordinating Centre’s core values in all areas of work, and champion these behaviours in the organization, including the aim to create an inclusive environment that attracts, supports and retains the best students and staff from diverse backgrounds and experiences from across the world.  Ability to maintain an overview of wider strategies that impact on health and social care research, knowledge production and reporting and improvement of research methods and practices.  Ability to respond appropriately in unplanned and unforeseen circumstances.  Strong commitment to public health principles.  Ability to design, develop, interpret and implement strategies and policies.  High standards of professional probity. |  | Application and interview |
| Special requirements | Able to travel within the UK, and occasionally stay away overnight. |  | Interview |

Appendix 1

Appendix 1: FACULTY OF PUBLIC HEALTH COMPETENCIES

**(Based on the 2022 PH Specialty Training Curriculum)**

***Use of public health intelligence to survey and assess a population’s health and wellbeing***

To be able to synthesise data from multiple sources on the surveillance or assessment of a population’s health and wellbeing and on the wider environment, so that the evidence can be communicated clearly and inform action planning to improve population health outcomes.

***Assessing the evidence of effectiveness of interventions, programmes and services intended to improve the health or wellbeing of individuals or populations***

To be able to use a range of resources to generate and communicate appropriately evidenced and informed recommendations for improving population health across operational and strategic health and care settings.

***Policy and strategy development and implementation***

To be able to influence and contribute to the development of policy as well as lead the development and implementation of a strategy.

***Strategic leadership and collaborative working for health***

To use a range of effective strategic leadership, organisational and management skills, in a variety of complex public health situations and contexts, dealing effectively with uncertainty and the unexpected to achieve public health goals.

***Health Improvement, Determinants of Health and Health Communications***

To influence and act on the broad determinants, behaviours and environmental factors influencing health at a system, community and individual level to improve and promote the health of current and future generations. To be proactive in addressing health inequalities and prioritising the most vulnerable or disadvantaged groups in the population.

***Health Protection***

To identify, assess and communicate risks associated with hazards relevant to health protection, and to lead and co-ordinate the appropriate public health response. To understand how those risks associated with hazards relevant to health protection may be influenced by climate change and environmental degradation currently and in the future.

***Health and Care Public Health***

To be able to improve the efficiency, effectiveness, safety, reliability, responsiveness, sustainability and equity of health and care services through applying insights from multiple sources including formal research, health surveillance, needs analysis, service monitoring and evaluation.

***Academic public health***

To add an academic perspective to all public health work undertaken. Specifically to be able to critically appraise evidence to inform policy and practice, identify evidence gaps with strategies to address these gaps, undertake research activities of a standard that is publishable in peer-reviewed journals, and demonstrate competence in teaching and learning across all areas of public health practice.

***Professional, personal and ethical development***

To be able to shape, pursue actively and evaluate your own personal and professional development, using insight into your own behaviours and attitudes and their impact to modify behaviour and to practise within the framework of the GMC's Good Medical Practice (as used for appraisal and revalidation for consultants in public health) and the UKPHR’s Code of Conduct.

***Integration and application of competencies for consultant practice***

To be able to demonstrate the consistent use of sound judgment to select from a range of advanced public health expertise and skills, and to use them effectively, working at senior organisational levels, to deliver improved population health in complex and unpredictable environments.

**JOB HAZARD ANALYSIS**

**Is this an office-based post?**

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| Yes | If this post is an office-based job with routine office hazards (eg: use of VDU), no further information needs to be supplied. Do not complete the section below. |
| No | If this post is not office-based or has some hazards other than routine office (eg: more than use of VDU) please complete the analysis below.  Hiring managers are asked to complete this section as accurately as possible to ensure the safety of the post-holder. |

## - HR will send a full PEHQ to all applicants for this position. Please note, if full health clearance is required for a role, this will apply to all individuals, including existing members of staff.

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| **ENVIRONMENTAL EXPOSURES** | **Occasionally**  (<30% of time) | **Frequently**  (30-60% of time) | **Constantly**  (> 60% of time) |
| Outside work |  |  |  |
| Extremes of temperature (eg: fridge/ furnace) |  |  |  |
| ## Potential for exposure to body fluids |  |  |  |
| ## Noise (greater than 80 dba - 8 hrs twa) |  |  |  |
| ## Exposure to hazardous substances (eg: solvents, liquids, dust, fumes, biohazards). Specify below: |  |  |  |
| Frequent hand washing |  |  |  |
| Ionising radiation |  |  |  |
| **EQUIPMENT/TOOLS/MACHINES USED** | | | |
| ## Food handling |  |  |  |
| ## Driving university vehicles(eg: car/van/LGV/PCV) |  |  |  |
| ## Use of latex gloves (prohibited unless specific clinical necessity) |  |  |  |
| ## Vibrating tools (eg: strimmers, hammer drill, lawnmowers) |  |  |  |
| **PHYSICAL ABILITIES** | | | |
| Load manual handling |  |  |  |
| Repetitive crouching/kneeling/stooping |  |  |  |
| Repetitive pulling/pushing |  |  |  |
| Repetitive lifting |  |  |  |
| Standing for prolonged periods |  |  |  |
| Repetitive climbing (ie: steps, stools, ladders, stairs) |  |  |  |
| Fine motor grips (eg: pipetting) |  |  |  |
| Gross motor grips |  |  |  |
| Repetitive reaching below shoulder height |  |  |  |
| Repetitive reaching at shoulder height |  |  |  |
| Repetitive reaching above shoulder height |  |  |  |
| **PSYCHOSOCIAL ISSUES** | | | |
| Face to face contact with public |  |  |  |
| Lone working |  |  |  |
| ## Shift work/night work/on call duties |  |  |  |