



Faculty of Public Health

of the Royal Colleges of Physicians of the United Kingdom

Working to improve the public's health

Job Description: Consultant in Public Health

This specimen generic job description is intended to assist employers in the UK in establishing Consultant in Public Health (CPH) posts. These senior public health roles are for those who have completed higher specialty training in public health or equivalent and are on the GMC/GDC Specialist Register or UK Public Health (Specialist) Register. Public health is a medical specialty but also has non-medical routes of entry whose members have either undergone a postgraduate medical training under the direction of a Medical Royal College or have satisfied the UK Public Health Register (UKPHR) standards for specialist registration based on an assessed portfolio of leadership experience in public health practice equivalent to that of someone already working at a specialist level. Applicants from both the medical and multi-professional routes of entry have equal status as public health consultants. Differences in the organisational details of how services are delivered in the UK should be reflected in the job description, but the criteria in the specimen person specification are the recommended minimum requirements for all posts. This provides a framework, but locality and post specific details should be added as indicated.

The Faculty of Public Health recommends that an outline job plan with indicated programmed activities should be attached to the job description and should include appropriate time for CPD, appraisal and revalidation and other activities such as audit etc.

CONSULTANT IN PUBLIC HEALTH

Employing organisation:	Manchester City Council
Title:	Consultant in Public Health/Consultant in Public Health Medicine (Full Time)
AAC Reference number:	AAC0002629
Accountable to:	The post-holder will be dually accountable: • professionally to the employing authority Manchester City Council (MCC) • managerially to the employing organisation via the line manager, Director of Public Health (DPH)
Grade:	Manchester City Council JNC Officer Grade SS3 (£95,022 - £105,048)

Strategically responsible for:

Leading the development of a research-informed culture across Manchester, embedding high-quality evidence and community insight into policy, commissioning and decision-making to improve population health and reduce inequalities. This includes acting as the Director of Health Determinants Research Collaboration (HDRC) Manchester and providing strategic leadership of the Greater Manchester Public Health Research Network, alongside responsibility for Manchester's whole-system approach to Healthy Living and public mental health, working across organisational boundaries to strengthen research capability, translate evidence into practice and deliver improved outcomes for residents.

Managerially responsible for:

Direct line management of the Strategic Lead for HDRC Manchester, strategic leadership of multidisciplinary teams and matrix management arrangements across partner organisations. Responsible for the HDRC Manchester budget and for leading collaborative programmes involving Manchester City Council, the University of Manchester and partners across the Greater Manchester public health system.

1. Appointment

This is a new post for a Consultant in Public Health employed by Manchester City Council, based at Manchester Town Hall Extension. The post-holder is a health professional treating a population / community. The populations served are Manchester and Greater Manchester.

2. Job summary

- 2.1 On behalf of Manchester City Council and the Greater Manchester Public Health Network, the post-holder working with the DPH and other consultant colleagues will lead on improving the health and wellbeing of the residents which is underpinned by the statutory duty placed on local government to take such steps as it considers appropriate to improve health of its residents. The post-holder will take responsibility for a strategic objective of the local authority and the health & wellbeing board and act as a change agent to enable delivery of relevant outcome indicators from the public health, NHS and social care outcome frameworks.
- 2.2 The post-holder will be expected to work across organisations, be able to influence budgets held by those organisations as well as advocate for change effectively, to improve population and planetary health. They may hold direct managerial responsibility for services and budgets which directly contribute to these objectives, but they will usually also have substantially greater strategic responsibilities across the council and other agencies.
- 2.3 The postholder will provide senior strategic and scientific leadership for HDRC Manchester, ensuring that high-quality research, evidence and community insight are used to inform policy development, commissioning and service delivery in respect of health determinants. The role requires significant autonomy and professional judgement to influence complex decision-making processes, identify opportunities to improve population health outcomes and reduce inequalities, and ensure that public health resources are informed by the best available evidence. The postholder will operate across organisational boundaries and manage competing priorities within a complex and evolving policy environment.
- 2.4 The postholder will lead the development of a positive research-informed culture within Manchester City Council and across the wider Greater Manchester public health system. This includes working with other corporate functions to develop research capability and capacity within the workforce, securing external research funding, overseeing research governance arrangements, translating evidence into practical action, and ensuring that communities are actively involved in shaping research priorities and solutions. The role requires advanced analytical, strategic and communication skills, together with the ability to evaluate complex evidence and influence senior stakeholders.
- 2.5 As Director of HDRC Manchester and lead for the Greater Manchester Public Health Research Network, the postholder will establish, develop and maintain influential relationships with senior leaders, elected members, academic institutions, NHS organisations, the voluntary, community and social enterprise sector, national research bodies and public health partners across Greater Manchester. The postholder will act as a key interface between research, policy and practice, influencing decision-making at local, regional and national levels and promoting collaborative approaches to addressing public health challenges.

- 2.6 The postholder will lead strategic programmes relating to Healthy Living and Public Mental Health within Manchester, providing expert advice on evidence-informed approaches to improving health and wellbeing and reducing inequalities. This includes coordinating whole-system approaches across organisations, influencing commissioning and service development, and ensuring that research findings, population health intelligence and community insight inform priorities, investment decisions and programme delivery.
- 2.7 The postholder will be expected to work with considerable freedom to act within professional, organisational and statutory frameworks. They will provide leadership across multidisciplinary and multi-organisational teams, including matrix management arrangements, and will have responsibility for the HDRC budget, research programmes and associated contractual and governance requirements. The role requires sustained intellectual effort, the ability to manage ambiguity and uncertainty, and the capacity to interpret and communicate complex scientific, technical and policy information to a wide range of audiences.

3. Strategic objectives:

- Lead and embed a culture of evidence-informed decision making across Manchester City Council, ensuring that research, evaluation and community insight are routinely used to improve population health outcomes and reduce health inequalities.
- Provide strategic leadership for HDRC Manchester, ensuring delivery of the NIHR-funded programme, effective governance arrangements, research excellence and sustainable long-term impact for Manchester residents.
- Position Manchester as a national leader in local authority-led public health research by strengthening partnerships with academic institutions, communities, health and care organisations and national research bodies.
- Lead the development and growth of the Greater Manchester Public Health Research Network, increasing research capability, fostering collaboration and securing opportunities that strengthen the evidence base for public health action across Greater Manchester.
- Influence strategic policy, commissioning and service development through the translation of research evidence and community insight into practical interventions, programmes and system-wide change.
- Ensure that community knowledge, lived experience and co-production are embedded within research, policy development and service improvement, particularly for populations experiencing the greatest inequalities.
- Lead Manchester's strategic approach to Healthy Living, promoting whole-system action across areas including physical activity, healthy weight, nutrition and tobacco control to improve health outcomes and narrow health inequalities.

- Provide strategic leadership for Public Mental Health within Manchester, ensuring a coherent public health contribution to mental wellbeing, prevention and pathways into specialist services.
- Develop workforce capability and organisational capacity for public health research, supporting staff and partners to apply evidence, undertake research activity and contribute to a sustainable research-active culture.
- Build and maintain effective relationships with elected members, senior leaders, academic partners, NHS organisations, VCFSE partners, regional public health networks and national research bodies to influence policy and improve health outcomes at local and regional level.
- Secure and maximise external investment and research opportunities that support innovation, knowledge mobilisation and the delivery of improved population health outcomes for Manchester and Greater Manchester.
- Ensure all areas of responsibility contribute to tackling the wider determinants of health and reducing health inequalities, with a particular focus on using evidence, partnership working and system leadership to deliver lasting population-level impact.

Professional Status of Consultants

Public health consultants work as system leaders at strategic or senior management level or at a senior level of expertise such as epidemiology or health protection. The combination of leadership and managerial skills together with high level of technical skills and knowledge gives them a unique skill set essential for improving the health and wellbeing of populations.

They must be qualified as a public health specialist and be on the GMC, GDC or UKPHR specialist register.

4. The employing organisation and other organisations within the scope of the work

Employment will be via Manchester City Council. The post will have close links with a wide range of local organisations including;

- Greater Manchester Public Health Network (GMPHN)
- Directors of Public Health and public health teams across the ten Greater Manchester local authorities
- Manchester City Council elected members, Corporate Management Team, Health and Wellbeing Board and other senior decision-making bodies
- The University of Manchester and other Higher Education Institutions in Manchester and across the region

- National Institute for Health and Care Research (NIHR), including the Health Determinants Research Collaborations (HDRC) programme
- Health Determinants Research Collaborations across the North West and nationally
- NHS Greater Manchester, NHS provider organisations, integrated care partnerships and wider health and care organisations
- Specialist Centre for Public Health and the Applied Research Collaboration (ARC)
- Public Health Engagement Leads (PHELs) and Local Authority Research Practitioners (LARPs)
- The Voluntary, Community, Faith and Social Enterprise (VCFSE) sector
- Community organisations, patient and public representatives, and residents involved in co-production, research and service improvement activities
- Regional and national public health, research, policy and funding bodies
- The North West Public Health Research Collaborative and other public health research networks.

5. Public health arrangements

Current staffing of the department of public health:

The organisational structures of HDRC Manchester and the Senior Team of the Public Health Department are attached as **Appendix 1a and 1b respectively**. This Consultant in Public Health post will be the lead for HDRC Manchester as specified on the structure and will report to the Director of Public Health along with other Consultants in Public Health/Assistant Directors of Public Health.

Resources:

The post-holder working with the DPH will be expected to make best use of both public health department resources as well as influence the resources in the Council as a whole and partners.

Training and CPD arrangements

The Public Health Department is approved for the training of public health specialists (Foundation Programme, General Practice, SHOs and Specialty Registrars in Public Health). The postholder will be expected to contribute to the education, training, supervision and development of public health trainees and other staff as appropriate.

The Consultant in Public Health will be expected to maintain their professional competence and specialist registration through active participation in Continuing Professional Development (CPD), in accordance with Faculty of Public Health requirements and the standards of the GMC or UK Public Health Register. The postholder will be expected to participate in annual appraisal and revalidation processes and maintain an up-to-date CPD portfolio.

6. Strategic responsibility and key tasks

- 6.1 The strategic responsibility of the post-holder is to lead work to develop a research-informed culture across Manchester and Greater Manchester, embedding high-quality evidence and

community insight into policy, commissioning and decision-making to improve population health and reduce inequalities. This includes Directorship of Health Determinants Research Collaboration (HDRC) Manchester and strategic leadership of the Greater Manchester Public Health Research Network, alongside responsibility for Manchester's whole-system approach to Healthy Living and public health mental health, working across organisational boundaries to strengthen research capability, translate evidence into practice and deliver improved outcomes for residents.

- 6.2 In delivering that responsibility 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 2**) and where required, take responsibility for resolving operational issues. In negotiation with the DPH (and/or the council), the post-holder may be asked to take on responsibilities that are underpinned by any of the FPH competencies. Post-holders will be expected to maintain both the general expertise as well as develop topic-based expertise as required by the DPH and will be expected to deputise for the DPH as and when required.

6.3 The range of duties expected of the post-holder include:

- a) Taking responsibility for a range of public health issues and work across organisational and professional boundaries acting as a change agent managing complexity to deliver improvements in health and wellbeing.
- b) Mobilise the development and use of research to underpin the creation and delivery of interventions to address the health and wellbeing needs of local communities on behalf of Manchester Health and Wellbeing Board, Manchester Health Scrutiny Committee, Executive Members (MCC), Councillors (MCC), Council Officers (MCC), Manchester Locality for NHS Greater Manchester Integrated Care (NHS GM), the Voluntary Community, Faith and Social Enterprise (VCFSE) Sector, the public and partners. Where required to do so, the post-holder will provide verbal briefing to councillors, other colleagues and stakeholders in person which maybe at short notice.
- c) Taking responsibility for development, implementation and delivery of policies. This may include taking the lead in developing detailed inter-agency and interdisciplinary strategic plans and programmes based on needs assessments which may lead to service specifications. The post-holder will be expected to contribute appropriately to the procurement process.
- d) Providing expert public health support and whole system leadership to ensure an evidence-based approach for commissioning and developing high-quality equitable services, within and across a range of organizations including voluntary, public and private sector. This includes the health service component of the mandated core service. This will include expertise in evaluation and development of appropriate KPIs.
- e) Utilising (and if appropriate developing) information and intelligence systems to underpin public health action across disciplines and organisations. This may include providing leadership for collation and interpretation of relevant data including production of the JSNA. Working with the DPH, this will include the integration of the appropriate elements of the public health, NHS and social care outcomes frameworks within the systems developed by the local authority as well as with relevant partner organisations.
- f) Supporting the DPH in the development and implementation of robust strategies for improving the health and wellbeing of local communities including ensuring qualitative and/or quantitative measurements are in place to demonstrate improvements. This may include taking responsibility for the judicious use of the ring-fenced public health grant and/or working with ICSs, NHS trusts, the contractor professions and UKHSA.

- g) Providing the key local authority link to the research community, providing advice/support to colleagues and co-ordinating appropriate access to scientific information. The post-holder will be expected to take part in relevant research networks and to influence research programmes of such networks so that the research needs of MCC are taken into account.
- h) Taking responsibility for training obligations within the directorate, including becoming the Educational/Clinical/Project Supervisor. These duties will be agreed jointly with the relevant Head of the School of Public Health.

Underpinning much of these duties are public health tasks such as:

- Undertaking health needs assessments as required to enable actions to be taken to improve the health of the local population.
- Developing prioritisation techniques and managing their application to policies, services and to help resolve issues such as the investment-disinvestment debate.
- Effective communication of complex concepts, science and data and their implications for local communities, to a range of stakeholders with very different backgrounds.
- Understanding of evaluation frameworks and applying those frameworks to the benefit of local communities.
- A capacity to apply the scientific body of knowledge on public health to the policies and services necessary to improve health, both currently and for future generations, and to formulate clear practical evidence-based recommendations.
- The understanding of human and organisational behaviour and the application of this knowledge to the achievement of change.
- Inspire commitment to public health outcomes and to prevention as a core feature of public sector reform.

7. Management arrangements and responsibilities (amend as appropriate)

The post-holder will be professionally accountable to Manchester City Council and managerially accountable to Manchester City Council via their line manager, the Director of Public Health. Professional appraisal will be required.

The post-holder:

- will directly line manage the Strategic Lead for HDRC Manchester and will have overall strategic responsibility for the HDRC Manchester team, including staff employed across Manchester City Council and partner organisations. The post-holder will provide leadership through both direct and matrix management arrangements, including recruitment and selection, appraisal, performance management, professional development, workforce planning and the management of disciplinary and grievance matters in accordance with Council policies and procedures. The post-holder will also contribute to the supervision, training and development of public health registrars and other staff as appropriate
- will manage the HDRC Manchester budget and associated grant-funded programmes and contracts, including responsibility for financial oversight, governance, reporting and compliance with funding requirements. The post-holder will act as an authorised signatory for the HDRC programme and associated funding returns and reports as required
- will be expected to take part in on-call arrangements for communicable disease control and health protection, in accordance with local arrangements and the requirements of the Department of Public Health

- will be expected to deputise for the Director of Public Health as required, providing senior professional public health leadership, representation and advice to elected members, senior officers, partner organisations and strategic boards. The post-holder will be expected to represent Manchester City Council and the Greater Manchester Public Health Network at local, regional and national forums as appropriate
- will work across a complex system of local government, NHS, academic and community partners, including the Greater Manchester Public Health Network, the Greater Manchester Public Health Research Network, Higher Education Institutions, the NIHR, NHS organisations, VCFSE partners and other national and regional public health bodies, exercising a high degree of professional autonomy and strategic influence.

8. Professional obligations

These include:

- Participate in MCC's staff appraisal scheme (Our Conversation) and quality improvement programme, and ensure appraisal and development of any staff for which they are responsible
- Contribute actively to the training programme for Foundation Year and GP Doctors / Specialty Registrars in Public Health and LAs management trainees as appropriate, and to the training of practitioners and primary care professionals within the locality in agreement with the DPH, becoming an Educational/Clinical/Project Supervisor.
- Undertake an annual professional appraisal including completion of a programme of CPD, in accordance with Faculty of Public Health requirements, or other recognised body, and undertake revalidation, audit or other measures required to remain on the GMC/GDC Specialist Register or the UK Public Health (Specialist) Register or other specialist register as appropriate. In agreement with the DPH, contribute to the wider the public health professional system by becoming an appraiser or practitioner appraiser for a specified period of time.
- In agreement with your line manager seek to contribute to the wider system for example through becoming an appraiser or taking up a role with the faculty such as examiner, assessor, CPD or Faculty Adviser
- Practise in accordance with all relevant sections of the General Medical Council's Good Medical Practice (if medically qualified) and the Faculty of Public Health's Good Public Health Practice and UKPHR requirements.
- Contribute to professional leadership within the health system.
- It is a duty of a health professional to foster scientific integrity, freedom of scientific publications, and freedom of debate on health matters, and public health professionals have a further responsibility to promote good governance and open government.
- Public health practice must be carried out within the ethical framework of the health professions.
- The post-holder will be expected to maintain effective, courageous, and responsible public health advocacy.

9. Work programme

The postholder will be expected to work for MCC for 4 days a week and carry out work relating to the GM Public Health Network for 1 day a week. Workload for all lead areas will be spread across the 5 days.

10. On-call and cover arrangements

The post-holder will not participate in the Manchester City Council corporate out-of-hours on-call rota. However, the post-holder will be expected to contribute to the Department of Public Health's arrangements for emergency preparedness, resilience and response and may be required to provide specialist public health advice and support outside normal working hours during significant incidents, outbreaks, emergencies or other situations requiring a public health response.

The post-holder will support the Director of Public Health and other senior public health leaders during emergency situations, ensuring that appropriate public health expertise is available to inform decision-making, partner coordination and incident management where required.

The post-holder will participate in departmental arrangements for business continuity, emergency response and mutual support, and may be required to provide cover for consultant and senior public health colleagues during periods of annual leave, sickness absence or other planned absences. Similarly, the post-holder's duties will be covered through agreed departmental arrangements, ensuring continuity of leadership, professional advice and programme oversight across their areas of responsibility.

11. Wellbeing

Manchester City Council is committed to promoting and protecting the health, wellbeing and work-life balance of all employees. A range of services and support are available to help staff maintain their physical, mental and emotional wellbeing and to create a healthy, inclusive and supportive working environment.

Support available to employees includes:

- Access to a confidential Employee Assistance Programme (EAP), providing 24-hour support, information, counselling and advice on personal, family, financial and work-related issues.
- Occupational Health services, providing specialist advice and support to employees and managers on health, wellbeing and fitness for work.
- A range of mental health and wellbeing resources, including access to trained Mental Health First Aiders, wellbeing campaigns and wellbeing information.
- Flexible and hybrid working arrangements, where appropriate, to support work-life balance and employee wellbeing.
- Access to staff networks, peer support groups and initiatives that promote inclusion, belonging and employee engagement.

- Learning and development opportunities that support personal resilience, leadership development and career progression.
- A comprehensive package of employee benefits, including generous annual leave entitlement, pension scheme membership and family-friendly policies.
- Health and wellbeing initiatives that promote physical activity, healthy lifestyles and positive mental wellbeing.

The Department of Public Health recognises the importance of maintaining a healthy and supportive working environment, particularly for staff working in senior leadership roles and responding to complex public health challenges. The post-holder will be encouraged to make full use of the wellbeing support available and to contribute to a positive culture that promotes health, wellbeing and inclusion across the organisation.

12. Personal qualities

The strategic objective of the post is to provide leadership for the development and application of research, evidence and community insight across Manchester and Greater Manchester, ensuring that policy, commissioning and service delivery are informed by high-quality evidence to improve population health and reduce health inequalities. It requires strong emotional intelligence to build trust, navigate complex relationships, communicate effectively and foster a positive and inclusive team culture.

The post-holder will act as the Director of Health Determinants Research Collaboration (HDRC) Manchester, lead the development of the Greater Manchester Public Health Research Network, and provide leadership for Healthy Living and Public Health Mental Health programmes, strengthening research capability, influencing decision-making and delivering sustainable improvements in health outcomes for residents.

The post-holder will deal with complex public health and wellbeing challenges in a multi-organisational environment with widely differing governance and finance system and organizational cultures. It is expected that the post-holder will be able to cope with such circumstances as well as multiple and changing demands, and to meet tight deadlines. A high level of intellectual rigour, political awareness and negotiation and motivation skills as well as flexibility and sensitivity are required. The post holder will advise the health and wellbeing board and make recommendations regarding services, residents' care and wider determinants of health and therefore a high level of tact, diplomacy and leadership is required including the ability work within the local political system and at the same time maintain the ability to challenge and advocate for effective working and on specific issues in order to achieve public health outcomes. The achievement of public health outcomes and the successful pursuit of change are the purpose of the job and the metric against which performance will be assessed.

Appendix 1a: STRUCTURE CHART – Manchester HDRC



Co-applicant

Co-applicant



Organogram and Management structure July 2026

Key links within MCC

Policy,
Performance and
Reform

Neighbourhoods
Directorate

Public Health

Resources &
Programmes
Officer (50%)

HDRC Director

HDRC Strategic
Lead

Principal
Practitioner
Academic (50%)

Research &
Insight Manager

Research &
Insight Manager

Research &
Insight Manager

Community
Engagement and
Coproducton
Lead

Senior Analyst

Senior Analyst

Knowledge
Mobilisation &
Policy
Coordinator

UoM

Business
Support Officer

Analyst

Analyst

MCC Embedded
Researcher

UoM

UoM

Existing MCC
Structures

Shared HDRC
and BAU roles

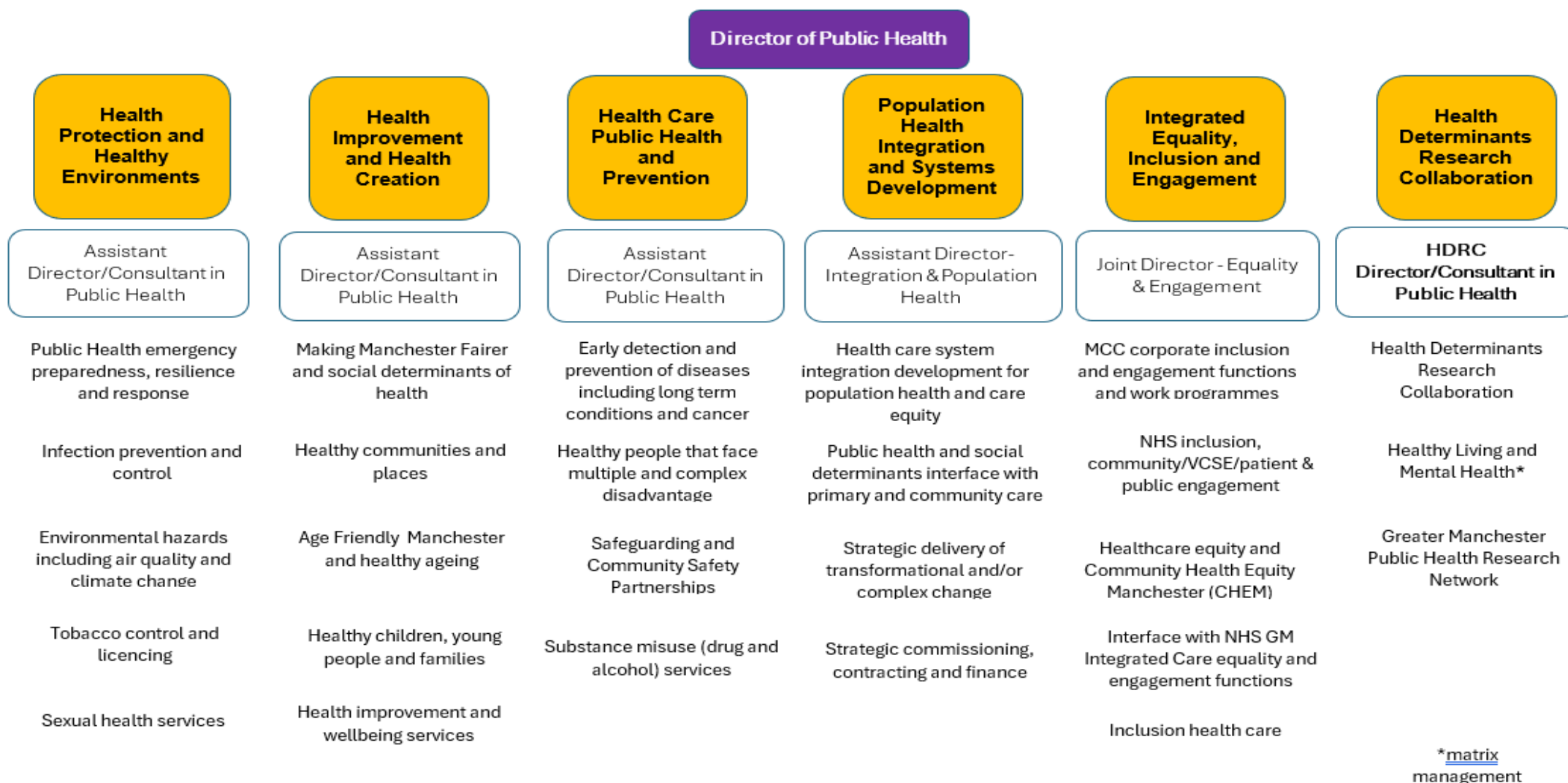
Core HDRC
roles

HDRC Funded
UoM roles

Community Co-Researchers



Appendix 1b: STRUCTURE CHART - Department of Public Health Senior Team



Appendix 2: FACULTY OF PUBLIC HEALTH COMPETENCIES

(Based on the 2022 Public Health Specialty Training Curriculum)

All consultants irrespective of their background are expected to be proficient in the competencies set out below.

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.

SPECIMEN PERSON SPECIFICATION

CONSULTANT IN PUBLIC HEALTH /CONSULTANT IN PUBLIC HEALTH MEDICINE

IMPORTANT: This person specification contains changes introduced in amendments made to the NHS (Appointment of Consultants) Regulations for England, Scotland, Northern Ireland and Wales which came into force during 2005. Further amended in June 2015, and September 2018		
Education/Qualifications	Essential	Desirable
The National Health Service (Appointment of Consultants) Regulations 1996 (legislation.gov.uk) In line with legislation, inclusion in the GMC Full and Specialist Register with a license to practice/GDC Specialist List or inclusion in the UK Public Health Register (UKPHR) for Public Health Specialists at the point of application.	X	
<i>If included in the GMC Specialist Register/GDC Specialist List in a specialty other than public health medicine/dental public health, candidates must have equivalent training and/or appropriate experience of public health practice</i>	X	
Any public health speciality registrar applicants who are currently on the UK public health training programme and not yet on either the GMC, GDC or UKPHR specialist register must provide verifiable signed documentary evidence that they are within 6 months of gaining entry to a register at the date of interview Applicants going through the portfolio registration routes (GMC or UKPHR) are not eligible to be shortlisted for interview until they are included on the register. The six-month rule does not apply to these portfolio route applicants.	X	
If an applicant is UK trained in Public Health, they must ALSO be a holder of a Certificate of Completion of Training (CCT) or be within six months of award of CCT by date of interview. If an applicant is non-UK trained, they will be required to show evidence of equivalence to the UK CCT <i>[see shortlisting notes below]</i>	X	
Applicants must meet minimum CPD requirements (i.e. be up to date) in accordance with Faculty of Public Health requirements or other recognised body	X	
MFPH by examination, by exemption or by assessment, or equivalent	X	
Masters in Public Health or equivalent		X
Personal qualities		
Able to influence senior members including directors and CEOs	X	
Able to both lead teams and to able to contribute effectively to teams led by junior colleagues	X	
Commitment to work within a political system irrespective of personal political affiliations	X	
Experience		
Delivery of successful change management programmes across organizational boundaries	X	
Media experience demonstrating delivery of effective health behaviour or health promotion messages		X
Experience of using complex information to explain public health issues to a range of audiences	X	
Skills		
Strategic thinker with proven leadership skills and operational nous	X	
Able to demonstrate and motivate organisations to contribute to improving the public's health and wellbeing through mainstream activities and within resources	X	
Ability to lead and manage the response successfully in unplanned and unforeseen circumstances	X	
Analytical skills able to utilize both qualitative (including health economics) and quantitative information	X	
Ability to design, develop, interpret and implement strategies and policies	X	
Knowledge		
In-depth understanding of health and care system and relationships with both local & national government	X	
In depth knowledge of methods of developing clinical quality assurance, quality improvement, evaluations and evidence based public health practice	X	
Strong and demonstrable understanding of interfaces between health, social care and key partners (dealing with wider determinants of health)	X	
Understanding of the public sector duty and the inequality duty and their application to public health practice	X	

SHORTLISTING NOTES

Applicants in training grades

Medical and dental applicants

All medical/dental applicants on the UK public health specialty training programme must have Full and Specialist registration (with a license to practice) with the General Medical Council or General Dental Council (GMC/GDC) **or be eligible for registration within six months of interview**. Once a candidate is a holder of the Certificate of Completion of Training (CCT), registration with the relevant register is guaranteed.

Applicants that are UK trained must ALSO be a holder of a Certificate of Completion of Training (CCT) **or be within six months of award of CCT** by date of interview demonstrated by a letter from their Training Programme Director (TPD).

Non-medical / multi-professional applicants in training programme

All non-medical applicants on the UK public health specialty training programme must be registered with the UKPHR or be within six months of registration at the date of the interview. Applicants must provide proof (letter of confirmation from their TPD or the CCT) at interview.

Applicants in non-training grades

Applicants that are non-UK trained, will be required to show evidence of equivalence to the UK CCT.

Applicants from a medical background will be expected to have gained full specialist registration with the GMC through the portfolio route (formerly known as Certificate of Eligibility for Specialist Registration/CESR route).

Applicants from a background other than medicine are required to have gained full specialist registration with the UKPHR at the point of application.

Employers are advised that individuals should not take up consultant in public health posts (including DPH posts) until they have gained entry on to the appropriate register that is GMC or GDC or UKPHR Public Health Specialist Register. However, the employer should require evidence that they have joined the register before allowing an individual to take up a consultant post.

The above guidance applies to applications for both general and defined specialist registration with the UKPHR. Individuals with defined specialist registration are eligible for consideration for shortlisting for, and appointment to, consultant posts including those at DPH level. In all appointments, employers will wish to ensure that an applicant's areas of competence meet those required in the person specification.

GENERAL CONDITIONS

Terms and conditions of service

The post is subject to general MCC Terms and Conditions of Service and relevant organisational employment policies.

On call arrangements

The post-holder may be expected to be on call for health protection and public health and to participate in the communicable disease and environmental hazards control and emergency planning arrangements for Manchester City Council. Suitable training will be provided for those who need it in discussion with the UK Health Security Agency.

Indemnity

As the post-holder will only be indemnified for duties undertaken on behalf of Manchester City Council. The post-holder is strongly advised to ensure that he/she has appropriate professional defence organisation cover for duties outside the scope of the Manchester City Council area and for private activity within Manchester

Flexibility

The post-holder may, with their agreement - which should not reasonably be withheld - be required to undertake other duties which fall within the grading of the post to meet the needs of this new and developing service. The employing organisation is currently working in a climate of great change. It is therefore expected that all staff will develop flexible working practices both within any relevant local public health networks and at other organisational levels as appropriate, to be able to meet the challenges and opportunities of working in public health within the new and existing structures.

Confidentiality

A consultant has an obligation not to disclose (other than in accordance with GMC guidelines) any information of a confidential nature concerning patients, employees, contractors or the confidential business of the organisation.

Public Interest Disclosure

Should a consultant have cause for genuine concern about an issue (including one that would normally be subject to the above paragraph) and believes that disclosure would be in the public interest, he or she has a duty of candour and should have a right to speak out and be afforded statutory protection and should follow local procedures for disclosure of information in the public interest.

Data protection

If required to do so, the post-holder will obtain, process and/or use information held on a computer or word processor in a fair and lawful way. The post-holder will hold data only for the specified registered purpose and use or disclose data only to authorised persons or organisations as instructed in accordance with the General Data Protection Regulation (GDPR).

Health and safety

Employees must be aware of the responsibilities placed on them by the Health & Safety at Work Act (1974) and its amendments and by food hygiene legislation to ensure that the agreed safety procedures are carried out to maintain a safe condition for employees, patients and visitors.

Smoking policy

Manchester City Council operates a smoke-free and vape free workplace policy. Smoking and vaping are not permitted in Council buildings, enclosed workplaces or Council vehicles. Employees are expected to comply with the Council's Tobacco Control and Vaping Policy and support the Council's commitment to promoting health and wellbeing.

Equal opportunities policy

It is the aim of the employing organisation to ensure that no job applicant or employee receives less favourable treatment on grounds of gender, religion, race, colour, sexual orientation, nationality, ethnic or national origins or disability or is placed at a disadvantage by conditions or requirements which cannot be shown to be justifiable. To this end, there is an Equal Opportunities Policy in place, and it is for each employee to contribute to its success.