



INSTITUTE OF PUBLIC HEALTH IN IRELAND

JOB DESCRIPTION

CONSULTANT IN PUBLIC HEALTH

This post is open to those who have completed higher specialist training in public health and are on the GMC Specialist Register or UK Public Health Register or Irish Medical Council Register in Public Health Medicine (Specialist Division) and who hold a primary or postgraduate qualification in medicine.

Employing organisation: Institute of Public Health in Ireland (IPH)

Title: Consultant in Public Health (Part-Time)

Accountable to: the Director of IPH

Appointment: this post is being offered on a part-time basis (up to a maximum of 0.6 post) for one year. An extension for a second year may be possible but is subject to available funding

Salary: £37,116-£60,267 or €43,158-€70,078

Location: Dublin or Belfast.

1. JOB SUMMARY

The Consultant in Public Health will work to develop and deliver Institute policies and strategic plans in Northern Ireland and the Republic of Ireland.

In general the postholder will be expected to be able to cope with multiple and changing demands, and to meet tight deadlines. A high level of intellectual rigour, negotiation and motivation skills and flexibility are required to deal with complex public health issues, to advise and make recommendations regarding a wide range of public health issues. A high level of tact and diplomacy is required and an ability to understand other cultures to enable

effective working across organisational boundaries and influencing without authority.

It is expected that the postholder will:

- be able to coordinate and lead high quality advocacy and actions across all three domains of public health – health improvement, health protection and health service quality
- demonstrate high levels of political awareness, be able to work to different organisational cultures and to plan and implement programmes for short and long term health gain
- fully understand and be committed to addressing the relationships and cultures of organisations that impact on the wider determinants of health
- bring a high level of intellectual rigour and personal credibility to collaborative working
- have exceptional people management skills both in relation to developing the public health community and in helping to develop the public health leadership of organisations and the wider workforce.
- have a key role in leading and driving programmes to improve health and well being and reduce inequalities in the Republic of Ireland and Northern Ireland
- play a powerful role in forging partnerships with, and influencing national and local agencies to ensure the widest possible participation in the health and well being agenda.

2. THE EMPLOYING ORGANISATION

IPH is a company limited by guarantee registered in the Companies Office in Dublin. It receives core funding from the Department of Health and the Department of Health, Social Services and Public Safety. IPH has offices in Bishop's Square, Redmond's Hill, Dublin 2 and Forestview, Purdy's Lane, Belfast, BT8 7ZX.

3. PROFESSIONAL OBLIGATIONS

The postholder will be expected to:

- participate in the organisation's staff appraisal scheme and departmental audit, and ensure appraisal and development of any staff for which s/he is responsible
- pursue a programme of CPD/CME, in accordance with Faculty of Public Health requirements or a programme of Professional Competence in accordance with Irish Medical Council requirements, or other recognised body, and undertake revalidation, or other measures required to remain on the GMC/GDC Specialist Register, the UK Public Health Register, the Medical Council Register in Public Health Medicine (Specialist Division) or other specialist register as appropriate.
- promote professional standards and contribute to training and development

- contribute as an effective member of the team
- take responsibility for his/her own performance and take action to address identified personal development areas
- lead by example to ensure that IPH demonstrates commitment through its culture and actions, for all aspects of diversity in the population it serves, and the staff who provide its services
- promote the corporate value and culture of the organisation through the development and implementation of relevant policies and procedures and appropriate personal behaviour
- contribute to the IPH overall corporate and integrated governance processes to ensure its compliance with public sector values and codes of conduct, operations and accountability
- maintain good staff relationships and morale amongst the staff reporting to him/her. Delegate appropriate responsibility and authority to the level of staff within his/her control consistent with effective decision making whilst retaining responsibility and accountability for results.

4. CORE COMPETENCY AREAS

Policy and Strategy Development and Implementation

- To act in an expert advisory capacity on public health knowledge, standards and practice
- To support IPH in developing public health strategies and developing inter-agency and interdisciplinary strategic plans and programmes
- To be responsible for the development of multi-agency long-term public health programmes as required, based on identification of areas of potential health improvement, the diversity of local needs and the reduction of inequalities
- To ensure proper linkages between the health agenda and strategies related to the wider determinants of health.

Communication and Information Management

- To undertake and commission literature reviews, evaluative research surveys, audits and other research as required to inform equitable service and reduce health inequalities
- To understand the proper design, development and utilisation of major information, best evidence base and intelligence systems to underpin public health improvement and action for the population across disciplines and organisations
- To inform decision making based on the analysis of quantitative and qualitative data, research evidence and complex epidemiological and statistical information about the long-term health of populations in the Republic of Ireland and Northern Ireland

- To compare, analyse and interpret highly complex options for running projects identified as key public health priorities, and communicate this information across organisations and the local community
- Ensure compliance with standards for record management.

Leadership and Collaborative Working

- To support IPH in developing inter-agency and interdisciplinary short and long-term strategic plans for securing health improvement both in the general population and in vulnerable groups at high risk of poor health and/or reduced life expectancy, in partnership with a range of agencies such as those in the statutory, non- statutory, voluntary and private sector.
- To influence external agencies in their public health policy decisions by working with professional, managerial and population groups and other organisations in the statutory, non-statutory and private sectors
- To work collaboratively with colleagues within the IPH to ensure that key public health messages are conveyed in an accurate and effective manner
- To represent IPH at relevant regional, national and international working groups and meetings.

5. GENERAL RESPONSIBILITIES

Employees of the IPH will be required to promote and support the mission and vision of the service for which they are responsible and:

- At all times provide a caring service and to treat those with whom they come into contact in a courteous and respectful manner
- Demonstrate their commitment by their regular attendance and the efficient completion of all tasks allocated to them
- Comply with the IPH policies and procedures
- Carry out their duties and responsibilities in compliance with health and safety policy and statutory regulations
- Ensure the ongoing confidence of the public in service provision.

**PERSON SPECIFICATION
CONSULTANT IN PUBLIC HEALTH**

Institute of Public Health in Ireland

Education/Qualifications	<i>Essential</i>	<i>Desirable</i>
Qualification in medicine from a recognised body	X	
Completed higher specialist training in public health and on recognised register for public health		
Personal qualities		
Strong commitment to public health principles	X	
Able to prioritise work, and work well against a background of change and uncertainty	X	
Commitment to team-working	X	
Self-motivated, pro-active, and innovative	X	
High standards of professional probity	X	
Experience		
High level project management skills	X	
Experience of working in complex political and social environments	X	
Excellent change management skills	X	
Scientific publications, presentation of papers at conferences, seminars etc	X	
Skills		
Strategic thinker	X	
Excellent oral and written communication skills (including dealing with the media)	X	
Effective interpersonal, motivational and influencing skills	X	
Ability to respond appropriately in unplanned and unforeseen circumstances	X	
Good presentational skills (written and oral)	X	
Sensible negotiator with practical expectation of what can be achieved	X	
Substantially numerate, with highly developed analytical skills using qualitative and quantitative data	X	
Computer literate	X	
Ability to design, develop, interpret and implement policies	X	
Knowledge		
High level of understanding of epidemiology and statistics, public health practice, health promotion, health economics and health care evaluation	X	
Full understanding of and commitment to addressing relationships and cultures of organisations that impact on the wider determinants of health	X	
Full understanding of and commitment to delivery of improved health and reduction in inequalities.	X	
Understanding of social and political environment	X	