Assistant Director – Consultant in Public Health / Consultant in Public Health Medicine

Job Description

Grade:	**SMR C**	**Date:**	**October 2026**
Post No.		**Evaluation No.**	**LBN 935**
Directorate:	**Adults and Health**		
Reports to:	**Director of Public Health**		
Professional accountability to:	**Dually accountable: professionally to the London Borough of Newham; managerially through the Director of Public Health.**		

Budget Responsibility	No. of Direct Reports
Up to £3m	**Up to 5**

Overall purpose of this role

Public Health Newham is hosted in the Adults and Health Directorate alongside the Public Health Commissioning team. We are a vibrant, diverse and innovative team, with a strong focus on community partnerships, driving health equity across the system, and leading a health in all policies approach. Newham's combination of rapid growth, diversity, community assets, economic change and stark public health challenges creates an exceptional opportunity for public health leadership.

1. Job Context

- **Professional Accountability**:
  To the London Borough of Newham.
- **Managerial Accountability**:
  Through the Director of Public Health, London Borough of Newham.
- **Role Details**:
  - Part of the Public Health Senior Management Team.
  - Full-time, based in Newham.
  - Expectation of at least three days a week in the borough, including presence in our main offices at least twice a week.
- **Strategic Responsibilities**:

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- System leadership in allocated portfolio, taking responsibility for key strategic public health objectives.
- Act as a change agent, translating population health intelligence and evidence into concerted action and measurable improvement in outcomes and equity.
- Influence policies, services and resources across the Council, NHS, voluntary, community and faith sectors, academia, business and other partners, including budgets not directly controlled by Public Health.
- Combine high-level specialist public health expertise, strategic leadership, political awareness and managerial accountability.
- Operate with substantial autonomy in complex and uncertain environments.
- Advise elected members and senior officers and be accountable for the quality and impact of their advice and decisions.
- Maintain expertise across all Faculty of Public Health competency areas, develop topic expertise required by the DPH.

➢ **Additional Responsibilities**:

- Deputise for the DPH when requested.
- Participate in the Adults and Health Directorate on-call rota.
- Oversee service agreements with LBN departments and NHS partners as relevant to the allocated portfolio.

➢ **Financial Leadership**:
Support the Director of Public Health in managing public health grant allocations, ensuring value for money and alignment with the grant conditions.

➢ **Flexible Leadership**:
Provide specialist input and leadership to council and wider system priorities requiring public health expertise.

2. Job Summary

The Consultant in Public Health / Public Health Medicine is a senior public health leader, driving population health improvement and improved health equity through strategic leadership, partnership working, and evidence-based delivery in health in all policies, health improvement, health protection, and health and care services.

They will:

- ➢ Be a visible system leader across council and healthcare structures.
- ➢ Drive collaboration and innovation across sectors to improve health outcomes, health equity and planetary health.
- ➢ Have a high level of intellectual rigour, humility, resilience, political awareness, diplomacy, curiosity and moral courage
- ➢ Work on complex public health challenges in a multi-organisational environment with differing governance, finance systems, cultures and accountabilities.
- ➢ Lead specialist public health functions, including managing a team and resources to best achieve health and equity outcomes.

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- Manage multiple and changing demands, make sound judgments with incomplete evidence, meet deadlines and remain effective during incidents and periods of sustained pressure.
- Work constructively within a democratic political system while maintaining professional independence, challenging appropriately and advocating effectively for population health and equity.

Key Responsibilities

Key responsibilities below are intended to be a guide to the range and level of work expected of the post holder. This is not an exhaustive list of all tasks that may fall to the post holder and employees will be expected to carry out such other reasonable duties which may be required from time to time.

The postholder is expected to demonstrate high-level expertise in line with the Faculty of Public Health Competencies (Appendix 1) and the Person Specification (Appendix 2).

Overarching responsibilities	
1	Provide visible, authoritative and ethical public health leadership across organisational and professional boundaries, managing complexity and building collective commitment to improve population health and reduce inequalities.
2	Lead the development, implementation and evaluation of strategies, policies and programmes within the allocated portfolio, informed by needs assessment, evidence, economic analysis, resident insight and an explicit equity lens.
3	Advise the Mayor, Cabinet Members, elected Members, the Corporate Management Team, the Health and Wellbeing Board and partner boards. Provide clear written and verbal briefings, including at short notice, and communicate risk, uncertainty and options honestly.
4	Provide expert public health support and whole-system leadership for the commissioning, redesign and quality improvement of high-quality, safe, sustainable and equitable services across public, voluntary, community and private sectors.
5	Lead or contribute to commissioning and procurement, including outcomes frameworks, service specifications, options appraisal, prioritisation, investment and disinvestment, market engagement, contract performance and evaluation.
6	Use and develop intelligence systems to assess population need, assets and outcomes; lead or contribute to the Joint Strategic Needs Assessment and integrate relevant public health, NHS, social care and local government indicators.
7	Apply epidemiology, statistics, qualitative research, health economics and programme evaluation to formulate practical evidence-based recommendations and assess impact, value and distributional consequences.
8	Lead action on wider determinants of health and embed Health in All Policies, prevention, sustainability and proportionate universalism across Council and partnership decision-making.
9	Support the DPH to discharge statutory duties, including the duty to improve the health of residents and the provision of specialist public health advice to NHS partners.
10	Ensure robust arrangements for health protection, emergency preparedness, resilience and response within the portfolio. Work with UKHSA, NHS and other partners and provide surge or incident leadership when required.
11	Build trusted relationships with Newham's residents and diverse communities and ensure meaningful involvement in needs assessment, policy design, commissioning, delivery and evaluation, with accessible and culturally competent communication.

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12	Lead, manage and develop staff, create an inclusive and high-performing culture, and fulfil responsibilities for recruitment, supervision, appraisal, wellbeing, conduct and performance.
13	Contribute to training and workforce development, including public health specialty training. Subject to agreement and approval, act as Educational, Clinical or Project Supervisor and support other learners and professionals.
14	Provide a link with academic and research communities, critically appraise and generate evidence, identify knowledge gaps, support research and evaluation, and promote publication and dissemination consistent with scientific integrity.
15	Maintain effective professional networks locally, across North East London, pan-London and nationally, representing Newham and advocating for policy and resources that improve health equity.
16	Deputise for the DPH as required and undertake other duties commensurate with consultant status and the grade of the post.
Directorate-Specific Accountabilities	
17	Participate in the Adults and Health directorate on-call rota.
Resource Management	
18	Influence the use of resources across the Council and wider system. Manage delegated budgets lawfully and transparently, secure value for money and ensure appropriate governance, controls and benefits realisation.

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Appendix 1: Faculty of Public Health: competencies expected of all public health consultants / specialists

(Based on the 2022 PH Specialty Training Curriculum)

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

I. 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.

II. 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.

III. Policy and strategy development and implementation

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

IV. 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.

V. Health Improvement, Determinants of Health, and Health Communication

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.

VI. 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.

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VII. 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.
VIII. 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.
IX. 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.
X. Integration and application 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.

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Appendix 2: Person specification Director of Public Health, London Borough of Newham

IMPORTANT INFORMATION FOR APPLICANTS

The criteria listed in this Person Specification are all essential to the job. Where the Method of Assessment is stated to be the Application Form, your application needs to demonstrate clearly and concisely how you meet each of the criteria, even if other methods of assessment are also shown. If you do not address these criteria fully, or if we do not consider that you meet them, you will not be shortlisted. Please give specific examples wherever possible.

Education / qualifications	
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.** *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* • Public health **specialty registrar applicants** who are currently on the UK public health training program and not yet on the GMC Specialist Register, GDC Specialist List in dental public health or UKPHR **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.** • 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. • MFPH by examination, by exemption or by assessment, or equivalent	Application form
Must meet minimum CPD requirements (i.e. be up to date) in accordance with the Faculty of Public Health requirements or other recognised body	Application form
Personal qualities	
Able to influence senior members including directors and CEOs	Application form Interview

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Able to both lead teams and contribute effectively to teams led by junior colleagues	Application form Interview
Commitment to work within a political system irrespective of personal political affiliations	Application form Interview
Experience	
Delivery of successful change management programmes across organisational boundaries	Application form Interview
Experience of using complex information to explain public health issues to a range of audiences	Application form Interview
Skills	
Strategic thinker with proven leadership skills and operational nous	Application form Interview
Able to demonstrate and motivate organisations to contribute to improving the public's health and wellbeing through mainstream activities and within resources	Application form Interview
Ability to lead and manage the response successfully in unplanned and unforeseen circumstances	Application form Interview
Analytical skills able to utilize both qualitative (including health economics) and quantitative information	Application form Interview
Ability to design, develop, interpret and implement strategies and policies	Application form Interview
Knowledge	
In-depth understanding of health and care system and relationships with both local & national government	Application form Interview
In depth knowledge of methods of developing clinical quality assurance, quality improvement, evaluations and evidence based public health practice	Application form Interview
Strong and demonstrable understanding of interfaces between health, social care and key partners (dealing with wider determinants of health)	Application form Interview
Understanding of the public sector duty and the inequality duty and their application to public health practice	Application form Interview
Additional Requirements	

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DBS	Yes (basic)	-
Politically restricted post	No	-
Willingness and ability to work occasional evenings and weekends to maintain service delivery	Yes	-
Willingness and ability to work in the borough at least three days a week, or more if business requires it, with presence in our main offices at least twice a week	Yes	-

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Key Statements – Working for Newham Council

People at the Heart of Everything We Do

You must be committed to putting people – Newham residents and Council staff – at the heart of everything you do. Our approach is a collaborative joint enterprise between residents, the Mayor, Members, Council staff and the Corporate Management Team.

Equality and Diversity

We are committed to and champion equality and diversity in all aspects of employment with the London Borough of Newham. All employees are expected to understand and promote our Equality and Diversity policy in the course of their work.

Protecting our Staff and Services

Adherence to health and safety requirements and proper risk management is required from all employees in so far as is relevant to their role. All employees are expected to understand and promote good health and safety practices and manage risks appropriately.

Corporate Parent

Every member of staff working for Newham Council should understand and fulfil our corporate parenting responsibilities for our looked after children that we have under the Children and Social Work Act 2017.

H.E.A.R.T Values

All employees should familiarise themselves with and fully embrace our HEART values. These core values and behaviours of Honesty, Equality, Ambition, Respect and Together belong to everyone at the council and we all have a responsibility to practise them and make sure they are visible in everything we do.

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