Academic Job Details

Non-Clinical/Clinical Senior Lecturer in Public Health/Honorary Consultant
Population Health Sciences Institute
Faculty of Medical Sciences

Research Role Profile

The University has developed Academic Job Summary Guidance which summarises the range of activities that academic staff may be expected to perform. Academic staff are not expected to be discharging all of the activities all of the time and the actual duties and activities that academic staff are expected to carry out will be determined by the Head of Academic Unit. The Job Summary Guidance document can be found at http://www.ncl.ac.uk/hr/recruitment/role-profiles.php

Academic Staff Development

Newcastle University accords parity of esteem to teaching and research; aims to deliver teaching and facilitate learning of the highest quality; and invests in excellent staff. A popular course in academic practice is available for staff with responsibilities in teaching and research supervision and new appointees are encouraged to gain the first module. Full details of Newcastle University’s Certificate in Advanced Studies in Academic Practice can be found at http://www.ncl.ac.uk/staffdev/workshops/programmes/academic/casap/

Specific Responsibilities of Position

This is an exciting new full-time Senior Lecturer and Consultant in Public Health post to work jointly in academic and service roles. The post will be based at Newcastle University’s Institute of Population Health Sciences Institute of Population Health Sciences, and South Tyneside Council (50:50 split).

Applications for part-time/flexible working will be considered; please state your desired working arrangements in your application.

The Institute is keen to build up academic and specialist capacity in the field of public health and so is keen to recruit an ambitious and committed academic who is on the GMC Specialist Register/GDC Specialist List/UK Public Health Register (UKPHR) for Public Health Specialists.

You will have opportunity to work within Fuse, Centre for Translational Research in Public Health, particularly the ‘Healthy Ageing’ theme http://www.fuse.ac.uk/, and in
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the NIHR School for Public Health Research plus the NIHR School of Primary Care Research.

The Institute is proud to host Fuse, Centre for Translational Research in Public Health http://www.fuse.ac.uk/ which is a member of the NIHR School for Public Health Research, http://sphr.nihr.ac.uk/. The Institute is also part of the NIHR School for Primary Care Research, and co-leads the Policy Research Unit in frailty and ageing. Newcastle University is known for its leadership in ageing research. There will be opportunities to develop work with collaborators across the Schools, and through Fuse, particularly the ‘Healthy ageing’ theme. The NIHR Applied Research Collaboration (North East and North Cumbria) also brings increased scope for multi-disciplinary research and engagement with public health policy and practice across the region.

The vision for this post is to build joint academic-service-policy partnerships between Newcastle University, South Tyneside Council and Public Health England (PHE). The role offers an opportunity to develop and lead a research programme in collaboration with PHE, and the Local Authority, informed by national and local public health needs. The post-holder will have a key role in embedding a culture of co-creation, and translating research and evidence into public health practice in the context of healthy ageing. There is the exciting prospect of shaping both national policy, and local policy and practice.

We wish to identify current and future leaders in the field of Public Health with potential research excellence in the areas of healthy ageing, complex health needs and long-term conditions. This new post is a significant opportunity for a talented enthusiastic Senior Lecturer and Consultant in Public Health to join a well-established and leading centre of public health research at the Institute of Population Health Sciences at Newcastle University and the progressive and sector-leading South Tyneside Council.

You will have an academic track record, with research interests in public health and ageing which link, closely relate to, or complement existing research in the Institute http://www.ncl.ac.uk/ihs/research/. You will have a track record in, publishing in high impact peer-reviewed journals and experience in, or potential to develop, research leadership. You will be a Consultant in Public Health, or within 6 months of being registered, and meet the further requirements specified in this advert.

In delivering the strategic vision the post-holder will be expected to demonstrate expertise in the full range of relevant competencies as set out by the Faculty of Public Health (Appendix). This includes evaluation techniques, policy analysis and translation and ability to communicate effectively with a range of stakeholders including politicians. She/ he will be responsible for change and improvement in the agreed areas of work and for supporting the delivery of the statutory duty of the Council to take the steps it considers necessary to improve the health of its communities.

The post will involve the following responsibilities as part of the academic role:
- To develop and lead public health research within agreed timelines, meeting project milestones and to an appropriate standard
- To develop an individual programme of research in areas related to productive healthy ageing and health inequalities.
- To prepare bids for submission to prestigious research funders
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- To monitor workload and supervise staff who may be working on several projects
- To consistently publish in high impact peer reviewed journals
- To present findings at national and international conferences
- To contribute to the support and training of Specialty Registrars in Public Health
- To support teaching on the postgraduate courses
- To carry out administrative tasks and other duties to support the Institute as required by the Director

Person Specification

Education/Qualifications

- PhD or MD
- Inclusion in the GMC Specialist Register/GDC Specialist List/UK Public Health Register (UKPHR) for Public Health Specialists and eligible to work as a clinician in the UK
- 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 medicine practice
- Public health specialty registrar applicants who are not yet on the GMC Specialist Register/GDC Specialist List in dental public health/UKPHR must provide verifiable signed documentary evidence that they are within 6 months of gaining entry at the date of interview; all other applicants must provide verifiable signed documentary evidence that they have applied for inclusion in the GMC/GDC/UKPHR specialist registers [see shortlisting notes below for additional guidance]
- 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 [see shortlisting notes below for additional guidance]
- Applicants must meet minimum CPD requirements (i.e. be up to date) in accordance with Faculty of Public Health requirements or other recognised body
- A disclosure or barring check is required
- MFPH by examination, by exemption or by assessment (Desirable)

Knowledge, Skills and Experience

- Strong commitment to public health principles
- Able to influence senior members including directors and CEOs
- Able to both lead teams and to able to contribute effectively in teams led by junior colleagues
- Commitment to work within a political system irrespective of personal political affiliations
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- Able to prioritise work, and work well against a background of change and uncertainty
- Adaptable to situations, able to handle people of all capabilities and attitudes
- Self-motivated, pro-active, and innovative
- High standards of professional probity, able to maintain confidentiality
- Project management skills
- Staff management and training
- Experience of teaching or training health professionals (Desirable)
- Practical experience in facilitating change
- Experience of preparing research proposals and securing grant income as a principal investigator; budget management skills
- Teaching experience at undergraduate or postgraduate level in an academic setting; experience of supervising postgraduate students mentoring skills;
- Training in research methods
- A substantial reputation in chosen area of research demonstrated by a record of publication in leading peer reviewed journals, presentation of papers at conferences, seminars etc.
- Delivery of successful change management programmes across organizational boundaries
- Media experience demonstrating delivery of effective health behaviour or health promotion messages (Desirable)
- Experience of using complex information to explain public health issues to a range of audiences
- Strategic thinker with proven leadership skills and operational nous
- Excellent oral and written communication skills (including dealing with the media)
- Effective interpersonal, motivational and influencing skills
- Ability to lead and manage the response successfully in unplanned and unforeseen circumstances
- Excellent organisational skills
- Sensible negotiator with practical expectation of what can be achieved, able to work flexibly and cooperatively with others
- Substantially numerate, with highly developed analytical skills using qualitative and quantitative data (including health economics)
- Computer literate
- Ability to design, develop, interpret and implement policies
- Ability to concentrate for long periods (e.g. analyses, media presentations)
- Resource management skills
- Able to meet deadlines and complete projects on time and to budget
- Demonstrable capacity to work in a range of settings and situations
- Experience of course development and/or degree programme management; potential to contribute to the management of a degree programme (Desirable)
- High level of understanding of epidemiology and statistics, public health practice, health promotion, health economics and health care evaluation.
- In depth understanding of the health and care system and the relationships with both local national government
- Knowledge of methods of developing clinical quality assurance, quality improvement and evidence based clinical and/or public health practice
- Strong and demonstrable understanding of interfaces between health, social care and key partners (dealing with wider determinants of health)
- Understanding of the public sector duty and the inequality duty and their
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- Understanding of social and political environment
- Understanding of interfaces between health and social care
- Insight into health professional practice, training and education in the public sector including the NHS (Desirable)

Service/Clinical Unit

The successful candidate will undertake an on-going public health commitment (50%) at South Tyneside Council/Local Authority. The number of sessions are presented in the job plan below. South Tyneside is an innovative and progressive Council. South Tyneside Council works closely with health and care partners on an ‘alliancing’ basis to shape an effective system and deliver improvements in relationships, trust and practical service improvements.

South Tyneside Council Annual Report
https://www.southtyneside.gov.uk/article/56465/Annual-Report
South Tyneside Public Health Annual Reports
South Tyneside Alliance Blog https://alliancingsouthtyneside.home.blog/

The post-holder will support the local healthy ageing agenda of the Council. This will involve work related to prevention and delay of long-term conditions, using wider determinant approaches to support healthy ageing (for example, increasing levels of physical activity), improving adult social care prevention and early help offer, and supporting the development of approaches to frailty and end of life care. Other aspects of the post will include providing expert advice to the public health team and broader system (Councillors, CCGs, third sector, and other partners), quality improvement and health inequalities initiatives, and workforce development within the team and the wider system, leading on research and evaluation of service public health initiatives, and training Specialty Registrars in Public Health.

In delivering these responsibilities, the post-holder is expected to utilise information and intelligence systems, and support the Director for Public Health (DPH) in developing and implementing robust strategies for improving the health and wellbeing of local communities, and where required, take responsibility for resolving operational issues. In negotiation with the DPH (&/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.

Public Health England (PHE)

The post holder will be expected to be public health specialty registered and as such will be required to hold an honorary contract with Public Health England (PHE). The Institute/University will assist/advise in obtaining this where possible.

PHE exists to protect and improve the nation’s health and wellbeing, and reduce health inequalities. PHE achieves this through world-leading science, knowledge and intelligence, advocacy, partnerships and the delivery of specialist public health services. PHE is an executive agency of the Department of Health and Social Care, and a distinct delivery organisation with operational autonomy. We provide
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government, local government, the NHS, Parliament, industry and the public with evidence-based professional, scientific and delivery expertise and support.

The Health Intelligence Division sits within PHE’s Health Improvement (HI) Directorate. The Directorate aligns our health surveillance, data, evidence and research capability with our policy advice expertise. The continued application of evidence into practice is vital to inform and influence public health across national and local government, and the NHS. PHE’s Older Adults team is part of the Health Inequalities and Life Course (HI&LC) team, based within the Health Intelligence Division. The aim of PHE’s Healthy Ageing programme is that by 2035, everyone will have 5 extra years of healthy and independent life, whilst inequalities are reduced. PHE has developed a Productive Healthy Ageing (PHA) programme, using a knowledge-to-action cycle, in support of the priority for ‘everyone to have 5 extra years of healthy and independent life by 2035, whilst inequalities are reduced’ (Ageing Grand Challenge, 2018). The emerging priorities are focused on independence, meaning and purpose, financial security and healthy behaviours. The 3 year programme utilises the World Health Organisation’s (WHO) framework for healthy ageing, which focuses on increasing and maintaining functional capacity as people age. A wide range of partners from the statutory and voluntary sector are involved with the programme, and a governance structure is in place, providing academic rigour and accountability. "Productive Healthy Ageing interventions for quality of life" [link](https://www.gov.uk/government/publications/productive-healthy-ageing-interventions-for-quality-of-life) "Productive Healthy Ageing Public Health Profiles" [link](https://fingertips.phe.org.uk/profile/healthy-ageing)

This post will support the HI&LC team to promote increased public health action and focus on older people’s health and wellbeing, using evidence synthesis, and other research methodologies, as appropriate. Other responsibilities include providing expert academic support to the PHA Expert Advisory Group and Academic Sub Group to influence research funders and identify priorities in productive healthy ageing research and health inequalities, and support the HI&LC team in the evaluation of the Healthy Ageing programme and build a legacy for future research in this field within PHE and across the public health community.

Re-validation of Public Health qualification

For consultants employed by HEIs, checking and refreshing professional competence is done through the joint appraisal and job planning process (the Follett principles) prescribed within PHE honorary contracts.

For medical consultants subject to the General Medical Council revalidation process there is a requirement for annual professional appraisal to be undertaken as an integral part of the medical revalidation process. For higher education institutions, this is included in the contractual arrangements between the HEI and PHE for public health clinical academics.

Indicative Job Plan

An indicative job plan for this post will be:

5 PA at Newcastle University
5 PA at South Tyneside Council

A sample weekly timetable is given below:
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<table>
<thead>
<tr>
<th></th>
<th>Morning</th>
<th>Afternoon</th>
<th>PA (Programmed activities)/ Supporting Professional Activities (SPA)</th>
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</thead>
<tbody>
<tr>
<td>Mon</td>
<td>Research at Newcastle University (NU)</td>
<td>Research at NU</td>
<td>1 PA/ 1 SPA</td>
</tr>
<tr>
<td>Tues</td>
<td>Research at NU</td>
<td>Research at NU</td>
<td>2 PA</td>
</tr>
<tr>
<td>Wed</td>
<td>Research at NU</td>
<td>Service Public Health (South Tyneside Council)</td>
<td>1 PA/ 1 PA</td>
</tr>
<tr>
<td>Thurs</td>
<td>Service Public Health (South Tyneside Council)</td>
<td>Service Public Health (South Tyneside Council)</td>
<td>1 PA/ 1 PA</td>
</tr>
<tr>
<td>Fri</td>
<td>Service Public Health (South Tyneside Council)</td>
<td>Service Public Health (South Tyneside Council)</td>
<td>1 PA/ 1 SPA</td>
</tr>
<tr>
<td>WEEKLY TOTAL</td>
<td></td>
<td></td>
<td>10</td>
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</tbody>
</table>

Re-validation of Public Health qualification

For consultants employed by HEIs, checking and refreshing professional competence is done through the joint appraisal and job planning process (the Follett principles) prescribed within the PHE honorary contracts.

There is a requirement to 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. For higher education institutions, this is included in the contractual arrangements between the HEI and PHE for public health clinical academics.

For full details about this vacancy and essential information on how to apply, visit our Job Vacancies web page at [http://www.ncl.ac.uk/vacancies/](http://www.ncl.ac.uk/vacancies/)

Appendix

FACULTY OF PUBLIC HEALTH COMPETENCIES
(2015 PH Specialty Training Curriculum)

Use of public health intelligence to survey and assess a population’s health and wellbeing
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To be able to synthesise data into information about the surveillance or assessment of a population’s health and wellbeing from multiple sources that 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 and behaviours influencing health at a system, community and individual level.

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.

Health and Care Public Health
To be able to improve the efficiency, effectiveness, safety, reliability, responsiveness 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,
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working at senior organisational levels, to deliver improved population health in complex and unpredictable environments.

Shortlisting notes
The Faculty of Public Health advises that in order to be shortlisted for a consultant post applicants who are not yet on the GMC Specialist Register/GDC Specialist List in dental public health/UK Public Health (Specialist) Register (UKPHR) must provide verifiable signed documentary evidence that an application for inclusion on one of these specialist registers is guaranteed and is simply the time taken to process application.

1. Applicants in training grades

1.1 Medical and dental applicants
All medical/dental applicants 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 the Training Programme.

1.2 Non-Medical Applicants in training programme
All nonmedical applicants must be registered with the UKPHR or be registered within six months of the interview. Applicants must provide proof (confirmation from UKPHR or the CCT) of this at interview.

2. 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 would normally be expected to have gained full specialist registration with the GMC through the Certificate of Eligibility for Specialist Registration (CESR) route. However, exceptionally, individuals who can demonstrate that they have submitted CESR application to the GMC may be considered for shortlisting.

Applicants from a background other than medicine would normally be expected to have gained full specialist registration with the UKPHR. However, exceptionally, individuals who can demonstrate that they have submitted a portfolio application to the UKPHR may be considered for shortlisting. Suitable evidence at interview will be a letter from the UKPHR setting out likelihood of acceptance of portfolio.

Employers are advised that individuals should not take up consultant in public health posts (including DPH posts) until such point as they have gained entry to the GMC Specialist Register/GDC Specialist List in dental public health/UK Public Health (Specialist) Register. Although applicants will be able to provide documentary evidence that an application is in progress, no guarantee can be
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made as to the outcome of an application to the GMC/GDC/UKPHR specialist registers. The exception to this is when the candidate holds the CCT.

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

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.

The post-holder will collaborate with three organisations and largely be based with the Institute for Population Health Sciences and South Tyneside Council, with some travel to London.

Honorary Consultant Contracts
The post holder will be expected to be Public Health specialty registered and as such will be required to hold an Honorary Contract with Public Health England (PHE). The Institute for Population Health Sciences will assist/advise in obtaining this.

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.
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Smoking policy
The employing organisation has a policy that smoking is not allowed in the work place.

Disclosure & Barring Service Disclosures
If this position is exempt from the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975 as amended by Amendment Orders 1986, you will be subject to a criminal check through the Disclosure & Barring Service (DBS) before the appointment is confirmed. This check will include details of cautions, reprimands or final warnings, as well as convictions. Applicants are encouraged to declare as soon as possible, details of any criminal convictions, cautions or reprimands and final warnings and any other information that may have a bearing on their suitability for the post. Please note that only relevant convictions and other information will be taken into account so disclosure need not necessarily be a bar to obtaining this position.

Note: Any reference to IHS in this document, the name will change to “Institute of Population Health Sciences” with effect from 1 November 2019.