

Success profile



Role Title	Service Director –Public Health (Director of Public Health)		
Directorate	Care and Wellbeing	Service	Public Health
Grade	£87,647-£122,911	Reports to	The Director Public Health will be line managed by the Strategic Director Community Wellbeing, but will have direct access to the Chief Executive for statutory functions. The post is also professionally accountable to the OHID/DHSC Regional Director of Public Health.
JE Code	9227	Pension Scheme	NHS Pension Scheme (covered by open pension direction order 9995)
DBS Required	Enhanced - Both	Politically Restricted	Specified
Approving Manager	Chief Executive	Date	May 2025

Information about the role

Role Purpose	• To be the statutory Director of Public Health for both Cornwall Council and the Council of the Isles of Scilly. • To provide leadership to drive improvements in the health and wellbeing of the residents of Cornwall and the Isles of Scilly, reduce inequalities in health outcomes and work in collaboration with UK Health Security Agency to protect local communities from threats to their health through infectious diseases, environmental and other public health hazards. • To lead the development and delivery of the Public Health team and the Healthy Cornwall delivery team to deliver the Cornwall and Isles of Scilly Health and Wellbeing Strategy. • To support the delivery of improved outcomes through the embedding of a population health management approach across the Cornwall and Isles of Scilly Integrated Care System and through the development of an intelligence and insight capability for the Council. • To take a key leadership role in embedding early intervention and prevention approaches across the Council through Outcome Delivery Plans.
Financial accountability	Accountable for effective management of a budget of c. £27.5m and to be accountable for ensuring that the Public Health Grant is deployed in line with grant conditions.

Leadership capabilities	Service Director
Systems leader and navigator	• Responsible for the development of outcome delivery plans for service areas that consider new ways of working with communities and partners. • Responsible for embedding an agnostic commissioning mindset across service areas to focus on delivering outcomes to communities.
Political leadership and financial control	• Responsible for ensuring the service delivers the political ambitions and desired outcomes set by cabinet and relevant portfolio holders. • Responsible for ensuring appropriate financial controls and value for money delivery within the service area. • Responsible for providing service contributions to the business plan for Cornwall and embedding a commercial mindset in service practices.
Co-production and community experience	• Responsible for ensuring that Service outcomes and how they're delivered are truly co-produced and owned by the people of Cornwall. • Responsible for ensuring that the service drives to continually improve satisfaction and outstanding experience for the people and communities of Cornwall and places a focus on outstanding delivery.
Developing the future workforce	• Responsible for the skills development of staff across the Service, identifying key areas where increased training and development is required. • Responsible for identifying and supporting the development of talent across Heads of Service and Service Managers. • Responsible for building leadership capabilities in Service Managers and Heads of Service.
Leading change, learning and innovation	• Responsible for providing the service application and delivery of the strategic vision for change. • Responsible for working across the service to embed cultural change and the transition towards the 'team Cornwall' approach. • Responsible for supporting the service to reflect honestly on practice and innovate methods and approaches in safe forums.
Place-based leadership	• Responsible for empowering service leadership to build strong networks and ways of working within localities. • Responsible for delivering the service model that sets out how services work in new ways in localities and communities.
Inclusion and diversity	• Responsible for ensuring that unlawful discrimination, harassment and victimisation is challenged within the service and that inappropriate behaviour is challenged. • Responsible for setting the vision for an inclusive working environment within the service where everyone is able to be themselves.
Performance, quality and standards	• Responsible for service performance and working with Heads of Service to address areas of underperformance. • Responsible for ensuring service compliance to regulatory guidance. • Responsible for ensuring that service teams follow Council policies and

	standards in relation to safeguarding and those at risk. • Responsible for ensuring service compliance to health and safety standards. • Responsible for considering service opportunities to reduce the carbon footprint of staff and suppliers.
Role-specific accountabilities	The Director of Public Health is the system leader for improving the health and wellbeing of residents, reducing inequalities in health outcomes and protecting local communities from public health hazards (infectious diseases and environmental threats). As such, the Director of Public Health is a statutory chief officer of the authority and the principal adviser on health matters to elected members, officers and partners, with a leadership role spanning health improvement, health protection and healthcare public health. Section 73A(1) of the NHS Act 2006, inserted by section 30 of the Health and Social Care Act 2012, gives the Director of Public Health responsibility for these responsibilities. In fulfilling the duties of the Director of Public Health the role-holder will: • Line manage the Assistant Director – Public Health and 4 Public Health Consultants and ensure that mandated public health functions are effectively provided for Cornwall and the Isles of Scilly. • Undertake the statutory functions of the Director of Public Health, including all of the local authority's duties to improve public health and any of the Secretary of State's public health protection or health improvement functions that they delegate to local authorities. • Exercise the local authority functions in planning for, and responding to, emergencies that present a risk to public health. • Work with the council, partners and the public on the development of integrated plans to impact on wider determinants of health, reduce health inequalities and enable local communities to become healthy, sustainable and cohesive. • Be accountable for both the shaping and delivery of the Health and Wellbeing agenda taking account of the national agenda and benchmarking (using the national outcomes frameworks covering public health, NHS and social care). • Provide effective public health advice (the core offer) to ICSs supporting the commissioning of appropriate, effective and equitable health services. • Deliver a system that supports the surveillance, monitoring and evaluation of health and wellbeing and inequalities in health outcomes of local communities. • Act as the chief officer and principal adviser on statutory and professional public health obligations to the Council, local communities and local partners. • Identify and realise opportunities for the service to secure funding and establish sustainable income streams. • Ensure services for improving health and wellbeing of local communities are commissioned within Council policies and explicitly address the need to improve health and tackle inequalities • Produce a Joint Strategic Needs Assessment in conjunction with the Director of Children's Services, and the Director of Adult Social Services. • Deliver an independent annual report on the health and wellbeing of local communities for publication by Cornwall Council and the Council of the Isles of Scilly, to stimulate debate and/or action by the Council and partners. • Ensure the development and delivery of a credible plan to improve health and wellbeing of communities in Cornwall and reduce health inequalities. • Develop a constructive relationship with the media and the public, within the context of the Council Communications policy. • Collaborate across local authority boundaries to ensure residents of Cornwall benefit from population health and care programmes and to ensure that that

	the requirements of the Inter-Authority Agreement with the Council of the Isles of Scilly for public health are discharged effectively. • Work with the UKHSA Centre and NHS England to ensure local communities are protected from infectious disease threats (including food and water borne disease, pandemics, etc) and environmental hazards. • Ensure that the Council has implemented its EPRR responsibilities and through co-chairing of the Local Health resilience Forum, that partner organisations (UKHSA, OHID, NHS England and the ICSs) have delivered their EPRR responsibilities. • Support the Health and Wellbeing Boards for Cornwall and the Isles of Scilly to deliver their statutory duty to promote integration for the benefit of local communities. • Work in partnership with ICS and Directors of Social Care to take responsibility for Population Health and Care; including oversight and promoting population coverage of immunisation and screening programmes. • Ensure that the requirements of the Inter-Authority Agreement with the Council of the Isles of Scilly for public health are discharged effectively. • Provide assurance that the health protection system for local communities is fit for purpose. • To take part in on call arrangements for communicable disease control/ health protection as appropriate • Develop self and others in accordance with the expectations of the role, specifically: ○ Participate in the organisation's staff and professional appraisal scheme and ensure participation of all staff members. ○ Contribute actively to the training programme for Foundation Year and GP Doctors/Specialty Registrars in Public Health as appropriate. ○ Pursue a programme of CPD, in accordance with Faculty of Public Health requirements, or other recognised body, and undertake revalidation or other measures required to remain on the GMC/GDC Specialist Register with a license to practice or the UK Public Health (Specialist) Register or other specialist register as appropriate. ○ Practice in accordance with all relevant sections of the General Medical Council's Good Medical Practice (if medically qualified) and Good Public Health Practice. ○ Agree any external professional roles (Educational Supervisor, Appraiser, etc.) and the time required to deliver those roles with the Council.
Additional Information	Cornwall Council's ambition is to be an employer of choice, a high-performing Council and a learning organisation. We commit to providing a reward and benefits package to attract, motivate and reward our employees. Our core employee rewards and benefits include: - A competitive salary - Access the NHS pension scheme (covered by open pension direction order 9995) - A generous annual leave entitlement with the potential to purchase additional leave - A national award-winning employee health and wellbeing programme - Employee benefits scheme giving employees including salary sacrifice schemes. We are also happy to offer a relocation allowance for the right candidate if they currently reside outside reasonable commuting distance to Cornwall.

Structure Chart

The Director of Public Health will sit within the Directorate for Community Wellbeing. The Structure Chart below shows the wider team of which the Director of Public Health will be a member of the Leadership Team in addition to their wider Corporate Leadership Responsibilities.

