

Head of Public Health (Built Environment and

Social Housing)
JE Code: JE2342



Values – We are dedicated, respectful, collaborative, we are Milton Keynes Council

Service: Public Health
Reports to: Deputy Director of Public Health
Job Family: Strategic/Leadership
Grade: M
Political restricted: N
Date: January 2022
JE Code: JE2342

Key Deliverables

1.	<p>To influence the development of the built environment to improve people’s health and wellbeing:</p> <ul style="list-style-type: none"> - Establish and provide system wide leadership to integrate health into urban planning and place making across the three discrete and independent unitary local authorities of Milton Keynes, Bedford Borough and Central Bedfordshire. - To develop staff capacity and to undertake a review of Health Impact Assessment on major developments and developing processes to ensure that the HIA process supports the delivery of healthier places for people - Across all three areas undertake a review of system readiness and opportunities to embed health into urban planning and place through analysis of current practice and consultation with key internal stakeholders (e.g. leads for place making, transport policy, strategic transport) and external stakeholders (e.g. rail user groups, walking and cycling groups, business groups) - Develop a shared narrative that may be unique to each authority and means to explain the importance of urban planning and place making for health through its impact on physical activity, air pollution, social connections, noise pollution and road traffic injuries - Undertake a stakeholder mapping exercise and develop strong links across the whole area considering key internal stakeholders (e.g. planning, place making, highways) and external stakeholders both local (e.g. developers, chambers of commerces, NHS, cycling and walking groups) and national or regional with key local influence (e.g. Ox-Cam ARC partners, Local Government Association, Department for Transport, Office for Health Improvement and Disparities).
2.	<p>To influence the working of the social housing sector to improve people’s health and wellbeing:</p> <ul style="list-style-type: none"> - Embed the delivery of public preventive health services (e.g. smoking cessation, weight management, drugs and alcohol, NHS Health Checks, immunisations) and principles (e.g. evidence-based care pathways and service specifications) within the work of housing associations and others stakeholders active in the social housing sector across the three local authority areas. - To inform strategy development, planning and commissioning activities and evaluate work programmes (e.g. undertaken by the council or housing associations) designed to improve the health and wellbeing of people living in social housing. - To drive change by raising Housing Association awareness around the wider determinants of health and tackling health inequalities, by sharing best practice and intelligence
3.	<p>Build, train and manage a small team to support the work. Negotiate, establish, and embed a three-year work plan and goals for this new team, including the development of a quarterly corporate performance report.</p>

4.	To develop, be trusted and have a visible presence at a senior level across all three councils, understanding and reflecting the differences of the three local authorities.
5.	Embed a culture of research and learning within the team that: <ul style="list-style-type: none"> a) supports evaluation of novel projects (e.g. by leveraging external resources or using in-house capacity) and dissemination of good practice to influence wider practice in the region and other parts of UK through work with relevant bodies (e.g. Local Government Association, Chartered Institute of Housing) b) Is receptive to and learning from good practice and research undertaken elsewhere
6.	Leverage and/or secure external resources to support the work – including maintaining and strengthening relationships with housing associations organisations
7.	To broaden the understanding of social housing and built environment and their importance for health across the shared public health team – and be a ‘bridge’ to enable multi-agency understanding
8.	Programme or project management experience and the ability to lead complex cross sector work-streams, manage risk, political challenge, and deliver effective stakeholder engagement. Direct responsibility for an annual budget of up to £250k, and will be working proactively to shape the expenditure and work of others in the health (total health budget of £825m across Bedfordshire and Milton Keynes CCG) and non-health sector (e.g. housing associations provide homes to 50,000 residents across Bedfordshire and Milton Keynes; the Local Plans and built environments for the three councils affect nearly 750,000 residents, with significant growth planned as part of the Oxford-Cambridge ARC)

Within reason these key deliverables may evolve to meet service need and it is expected that you will be flexible and adaptable in your delivery to meet both service and council wide needs

Essential Requirements (key skills & qualifications)

1.	Have a high-level of specialist or technical knowledge (e.g. evidenced by relevant technical qualifications – relevant degree or equivalent professional qualifications - and senior management roles) and senior leadership experience in at least one of the following areas: planning or place making or strategic transport; public health; social housing
2.	Be able to build consensus and influence senior decision makers and directors across multiple different departments or organisations
3.	Understanding of the nature and sensitivities of working within local government. Able to respect and understand the differences and similarities between the three unitary authorities.
4.	Be able to work independently at a senior level within and across organisations, being able to responds positively to high-level of challenge, uncertainty, and complexity
5.	Able to lead, manage, motivate and co-ordinate the work of others, including those who you may not directly line manage. Ability to work as part of a team, sharing knowledge and experience, recognise the strengths and weaknesses of others, and constructively challenge to achieve productive outcomes, benefits and timescales within a programme/project environment. You will be responsible for the line management of two individuals. As a senior member of the public health team you will also be expected to work with and across the wider team, helping to co-ordinate and draw on the wider team’s work and expertise.
6.	Maintain up to date knowledge of new developments across the three areas (public health, housing, urban planning and place making) and embed this knowledge in day-to-day practice and discourse.
7.	Excellent communication skills (verbal and written), and ability to communicate to different audiences both technical and non-technical across the council, external organisations, stakeholders, members of the public and councillors. A proven ability to effectively convey complex information to individuals at all levels in an accessible manner.

Job Family

Strategic Leadership
Grade M



Colleagues Expectations

- Be professional at all times
- Work together for the good of the team, council and local people
- Promote a supportive culture
- Challenge assumptions
- Take ownership
- Be willing to change and do things differently
- Always work in a safe manner

Managers expectations

- Be a role model by displaying positive behaviours at all times
- Make well-considered decisions
- Support, coach and communicate with my team
- Be accountable for my team's performance

The essential characteristic of Strategic Leadership jobs is that they bear responsibility for the planning and development of the Council's approach to its statutory and elective aims, maximising efficiency, value for money and the quality of service delivery across entire operating functions.

Role Characteristics

At this level job holders report to a Group Head or Director and are responsible for the development and implementation of strategy relating to several Services within that Group.

Role carry significant responsibilities for finance and a range of other non-financial assets.

Job holders make autonomous decisions and lead the management of change throughout their area of influence within the Group.

The Knowledge and skills required

Job holders require advanced theoretical knowledge to make appropriate judgements and decisions at this level. In addition, job holders will maintain ongoing professional development and have a thorough understanding of external legislative and societal change, as well as a deep understanding of the Councils operational structures which both support and depend upon the job holder's actions and advice. Roles will be professional experts, providing expert leadership across a number of Services.

Thinking, Planning and Communication

Job holders will use their professional expertise to deal with highly complex, pressing issues including change initiatives and risk management across a range of services. They will also look well ahead and take a long-term, strategic view of their project and service delivery

objectives over several years into the future, shaping their service's composition, approach and operating procedures in accordance with wider goals mandated by Group management.

The information exchanged at this level will be routinely complex, contentious in nature and/or highly significant to the Council's reputation. Job holders will have additional demands placed upon them by the need to persuade others to adopt courses of action they may not otherwise wish to take, based on evidence based and reasoned argument. This will occur in written interactions but can also be the case in face to face verbal exchanges where job holders will advocate the Council's position in response to opposing opinion in a formal or informal setting.

Decision Making and Innovation

The limitations to job holders' decision making will be only the broad policy and practice guidelines that exist at both a corporate and even national/professional level. At this level of autonomy, job holders will be the final arbiter of many escalated technical and professional disputes and problems. They will report to a Group Head or Director and will devise and implement strategic plans and policy in relation to several service areas.

Areas of responsibility

With a diverse range of jobs being represented at this level, the precise blend of responsibilities for which the job holder is accountable will depend upon the service in which they operate.

Roles will focus on the needs of external service users or partners and will be responsible for critical day to day decisions with legal and reputational dimensions and the development of directorate level policy and functional procedures.

In addition, such roles are likely to have very high levels of responsibility for such elements as finance (very substantial budget management), information assets (council-wide systems) or premises (of extremely high value and critical operational importance).

Job holders will have full line management responsibility over several service areas, each with their own full management structure and featuring highly diverse specialties and employee profiles.

Impacts and Demands

The combination of both tactical and strategic matters that job holders deal with means that roles are inherently very complex, demanding of particularly lengthy periods of concentrated mental attention while also managing very high levels of work-related pressure from deadlines, interruptions or conflicting demands.

At this level, tasks and duties will be generally carried out in a sedentary position but there will always be a requirement for standing and walking from time to time, and the occasional need to lift or carry items.

Job holders will not be required to develop and maintain working relationships with people who, through their circumstances or behaviour, place particular emotional demands on the

job holder.

Job holders at this level will find themselves very occasionally exposed to some disagreeable, unpleasant or hazardous working conditions.