

Health Improvement Practitioner – Advanced (HIPA) Grade 13

At Kirklees we want to be innovative and creative in the way we work to deliver our services to our communities. We know we have challenging times ahead so we are always looking for better and smarter ways to work.

You will be a passionate systems leader, capable of achieving key public health outcomes through the development and maintenance of strong relationships with key partners. Working at a strategic level across systems, sectors and organisations, you will contribute to culture change by developing and building effective relationships and processes to achieve agreed outcomes.

You will work in collaboration with colleagues to ensure public health is central to all relevant Council, CCG, NHS and wider partners' activity. This role is based within the Corporate Services. [Click here to find out more](#) 

The Job

Leading the achievement of key health and wellbeing outcomes through the management of a portfolio of priority public health work areas.

Working at both strategic and operational levels, coordinating and leading areas of work.

Using and developing appropriate systems and processes to achieve agreed outcomes.

Working in collaboration with colleagues to ensure public health is central to all council, healthcare and wider stakeholder's health improvement activity.

Developing and contributing to effective action, including commissioning for health outcomes, together with partners across sectors and organisations, ensuring a particular emphasis on reducing health inequalities and influencing healthy public policy.

Developing effective working relationships across the council and with external partners and stakeholders in order to ensure a 'health in all policies' approach and to influence broad public health local thinking, policy and strategy.

Ensuring effective provision of public health advice as appropriate to the council, joint commissioning arrangements and with other key partners in Kirklees.

Supporting and managing successful change through evidence based approaches including project, change and performance management.

Ensuring information and intelligence informs priorities, focus and appropriate activities.

Ensuring that public health work is joined up and connected in order to focus on interdependent outcomes and a holistic approach to improving health.

Providing advice and support to colleagues and partners around the wider determinants of health and promoting understanding of the impact these have on improving physical, mental, social and economic health outcomes.

Job Checklist

- Provide public health advice as appropriate within Kirklees Council and to partner agencies.
- Manage successful change through evidence based approaches including project, change and performance management, ensuring where appropriate effective engagement of key stakeholders throughout the process;
- Manage effectively the relevant resources, including where appropriate work stream and project budgets and staff management responsibilities as appropriate to the work areas.
- Ensure insight about target audiences informs the design and commissioning of interventions.
- Ensure information and intelligence informs priorities, focus and appropriate activities.
- Participate in the development and effectiveness of strategic, commissioning and planning partnerships, across systems and sectors to improve public health and reduce inequalities.
- Work with these partnerships to enable the redesign of services to address local needs and reduce inequalities.
- Provide advice to commissioners and partnerships on effective evidence-based approaches to improve the health of the population and reduce health inequalities.
- Ensure effective assessment of the impact upon the health of the population of policies and plans.
- Ensure work with service providers across sectors and settings identifies existing and required public health capacity and capability of the relevant workforce.
- Have a comprehensive understanding of the priorities of other council areas/external organisations in order to facilitate change.
- Have a good understanding of the broad context of health within a place and the ability to connect health to place based decision making.
- Work within council directorates and with external stakeholders to develop ways of working, systems and policies which can facilitate a broad range of outcomes, including health.
- Please click [here](#) to see your responsibilities related to safeguarding.

The Person

You will be passionate about and committed to improving health, reducing inequalities, public health ethics and principles and to fostering a learning environment.

Driven to achieve the best, to be hard working, creative, respectful and thoughtful to each other and to inspire these within your team and your colleagues.

Flexible and proactive, with a positive approach, you will lead and devise new ways of working and be keen to provide excellent standards of practice.

Sensitive in your response and resolution of a variety of complex issues and in giving advice and guidance to politicians, key stakeholders and the public across Kirklees.

A champion of inclusion and diversity, with an ability to demonstrate this in your behaviour and practice.

You will have:

Excellent interpersonal skills, in order to build and maintain effective working relationships with a broad range of people, including local Elected Members and MPs.

The ability to analyse, interpret and explain complex information (including statistics) and be able to produce and present papers and documents to varied audiences in the required communication style appropriate to them.

A commitment to continuing professional development for yourself and colleagues.

A leadership approach to innovation and change.

The right behaviours and attitudes are as important to us as the skills you bring to the job. We expect all our employees to demonstrate the following behaviours:

- Positive
- Honesty
- Respectful
- Flexible
- Communicative
- Supportive

We also expect you to promote and role model the Council's Expectations of a New Council manager within the organisation.

This role is at level 3. To find out more about Council Behaviours and Expectations please click [here](#). These will be tested throughout the selection process.

Person Checklist

- You will have a Master's degree relevant to public health or evidence of equivalent qualifications.

Experience of:

- Leading the development, management and implementation of key health programmes to identify and address local health inequalities.
- Leading the development of shared health outcomes for relevant work areas in line with national and local priorities.
- Developing, facilitating and leading partnership working in order to ensure an integrated and connected approach.
- Effective stakeholder involvement in design, development and delivery of programmes, services or activity
- Using information and deriving intelligence to inform priorities, focus and appropriate activities.
- Identifying, assessing and monitoring the health needs of the local population in relevant work areas and the factors that influence their health and ill health.
- People, relationship and staff line management.

Excellent Skills in:

- Providing advice to colleagues and partners on effective evidence based approaches to improve the health of the population and reduce health inequalities.
- Transformational leadership and management.
- Building effective partnerships in order to influence change
- Resource and budget management.
- Facilitation and development of workforce capacity and capability/organisational development.
- Analysing, interpreting and presenting data and intelligence to a range of audiences

Knowledge and understanding of:

- Decision-making processes in local authority and relevant partner organisations.
- Importance of organisational culture and how this can impact on public health practice.
- The public health agenda and ability to develop and turn policy into practice.
- Social, economic and environmental factors influencing health.
- The importance of a health in all policies approach
- Use of relevant evidence based public health interventions to tackle health inequalities.
- Current policies and strategies relating to public health.
- Methods and approaches to support individual, cultural and organisational behaviour change.
- Managing, analysing and interpreting information & deriving intelligence.
- Effective commissioning for health outcomes across sectors and organisations, with a particular emphasis on reducing health inequalities.

This Role Profile is intended to provide an understanding and appreciation of the responsibilities of this particular job. It is not possible to specify every detail and we expect you to work flexibly within your skills, knowledge, experience and grade of this job.

For Recruitment Purposes: In order to be considered for this role you will need to demonstrate your ability to meet the criteria outlined in the Person Checklist.