

## SHORTLISTING GRID

Panel Member:

Date:

Role: Director of Public Health

Candidate Initials						
<b>ESSENTIAL CRITERIA</b>						
<b>QUALIFICATIONS</b>						
Inclusion in the GMC Specialist Register with a license to practice/GDC Specialist Register/UK Public Health Register (UKPHR) for Public Health Specialists. If included in the GMC Specialist Register/GDC Specialist Register in a specialty other than public health medicine/dental public health, 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 register 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 on the GMC/GDC/UKPHR specialist registers.						
Must meet minimum CPD requirements (i.e. be up to date) in accordance with the Faculty of Public Health requirements or other recognised body						
<b>KNOWLEDGE</b>						
Understanding of NHS and local government cultures, structures and policies.						
Understanding of social and political environment.						
Demonstrates detailed knowledge of methods of developing clinical quality assurance, quality improvement and evidence based clinical and/or public health practice.						
Full and high level of understanding of epidemiology and statistics, public health practice, health promotion, health economics and health care evaluation. Develops service practices and ensures appropriate application. Provides advice on the more complex instances						
Detailed knowledge and experience in driving and assisting in the management of change in a variety of settings, proactively seeking opportunities to create and implement improved service effectiveness						
Detailed knowledge of people management practices						
<b>EXPERIENCE</b>						
Substantial experience of leading a large service / department in a large, complex organisation, whilst improving performance.						
Substantial experience of leading and implementing a clear public health vision including cultural change, service redesign and re-engineering. Ability to lead teams through rapid change while maintaining performance and morale.						
Experience of setting the vision and supporting the development of strategies for service improvement across a wide range of services and communities.						
Proven track record of working effectively in co-operation and partnership with a wide range of communities, key agencies, organisations and third sector partners.						
Commitment to support local, open and inclusive decision making through working and developing effective relationships with Members, residents, partners and other stakeholders.						
Experience of developing innovative solutions to improve services and performance with limited resources; including joining up professional services into a shared service model.						
Demonstrable commercial expertise of delivering significantly improved services for less cost. Experience of identifying creative solutions for alternative service delivery models.						
Substantial experience of managing significant budgets within a tightly constrained financial environment. Ability to evidence the successful delivery of significant financial savings.						
Demonstrable commitment to Continuous Professional Development in your career to date in accordance with the Faculty of Public Health requirements.						
Commitment to the Council's values.						

Please indicate if candidate meets the criteria = 1

Please indicate if candidate does not meet the criteria = 0