

Job Title: Associate Professor in Genetic Epidemiology and Public Health/ Honorary Public Health Consultant

Grade: Public Health Consultant (Medical or Non-Medical)

Salary: Salary in line with Clinical Consultant, or Local Authority non-medical PH consultant scales pay arrangements

Department: Population Health & Epidemiology

Hours/Contract: Full-time or Part-time (minimum 0.8FTE, 32 hours per week), fixed term contract until 31 March 2028

Job Family: Teaching and Research

Reference: 11438

Role Purpose

This is a new appointment of Associate Professor/Honorary Public Health Consultant, based in the Genetic Epidemiology Group, Division of Population Health & Epidemiology.

You will bring research leadership spanning epidemiology, genetic epidemiology and public health. The post is funded to support the NIHR Biomedical Research Centre and you will lead research within the BRC Data Innovation for Multiple Long-Term Conditions and Ethnic Health theme and contribute to research within other themes ie Respiratory and Infectious Diseases; Personalised Cancer Prevention & Treatment and/or Cardiovascular Sciences Themes.

Population Health Sciences (PHS) hosts 38 academic staff, 62 researcher staff, and 91 postgraduate students with established strengths in health data research including epidemiology, genetic epidemiology, medical statistics, health services research, cohort study development, use of electronic healthcare records, public health, primary care, and evidence synthesis. PHS currently holds over £27M in external research funding (including NIHR, MRC, Wellcome Trust, Leverhulme Trust, NICE, Department of Health). Studies span reproductive, perinatal and paediatric populations through to ageing populations. In REF2021, 96% of our public health and health services research outputs were world leading or internationally excellent and the research judged to have outstanding impacts on informing policy and practice nationally and internationally. We lead the

£5.25M Genomic Epidemiology and Public Health Doctoral Training Programme (DTP, Wellcome Trust, 40 students), and co-lead the MRC Midlands Advanced Interdisciplinary Models (AIM) DTP.

You will further build your strong research and publication profile, nationally and internationally and enhance impact activity. You will be a significant research income generator, supervising a team of postgraduate and undergraduate researchers and in addition supporting the Public Health service both locally and nationally as required. An honorary public health consultant contract will be requested from UKHSA/OHID or other appropriate public health, and in addition from the University Hospitals of Leicester NHS Trust with respect to your research; the award of these honorary contracts is subject to the relevant bodies processes.

You will contribute to teaching drawing on your expertise and the requirements of undergraduate and postgraduate courses. Currently the Genetic Epidemiology group contributes to undergraduate teaching of public health within the undergraduate medical curriculum (including the Population and Social Science module), and to various undergraduate and Masters courses, including MSc in Medical Statistics, MSc in Bioinformatics, BSc in Biological Sciences and BSc in Psychology, and training of Public Health Registrars for the Faculty of Public Health Diplomate and Membership examinations.



You will be part of a multi-disciplinary team of scientists and clinicians who are being brought together to develop a programme of high-quality research directed at respiratory disease, multimorbidity, cohort development in the locality and further afield, minority ethnic communities and health in low and middle income countries (LMICs). You will work to ensure that the outcome of your research informs others, in order to contribute to the maximisation of health improvement opportunities and the reduction of inequalities in health outcomes.

You will be expected to contribute to engagement or enterprise activities in support of your own agenda of work and that of the School and the wider University. You will work alongside clinicians based at the University Hospitals of Leicester NHS Trust <http://www.leicestershospitals.nhs.uk/> and non-clinical scientists who have a national and international reputation in translational research. You may also work with Public Health services locally and nationally.

You will lead research that utilises genomics, alongside linked electronic healthcare records, using genome-wide and phenome-wide approaches, in major national and international biobanks and in the locally-led EXCEED study (below). You will have an international profile and track record in undertaking such studies and a track record of collaborative research with industry to use such research in drug development.

The Extended Cohort of E-health, Environment and DNA (EXCEED) study is a longitudinal cohort of over 11,000 participants with a broad research utility to address a range of diseases, including respiratory, cardiovascular, renal, metabolic disease, infections, multimorbidity, and drug response. EXCEED has contributed to diverse new successful research across 70 approved studies, from PhD students and fellowships through to projects, programmes and industry collaborations led from the NIHR Leicester BRC and external groups. Among its projects are those aimed at developing new treatments and better targeted treatments through genomics. EXCEED data are available from questionnaires, examination-findings, linked primary and secondary health care records, environmental data, genomic and multi-omic data. You will contribute to the research and enterprise strategy, maximising the impact and reach of the study for research of public benefit.

The NIHR Leicester BRC is a partnership between the University of Leicester, University Hospitals of Leicester NHS Trust, Loughborough University and the University Hospitals of Northamptonshire NHS Group. It has been funded £26.1 million from December 2022 to November 2027 to carry out pioneering research into medical advancements into illnesses linked to respiratory diseases, cardiovascular diseases, type 2 diabetes, chronic kidney disease and the consequences of inactivity, and will continue to push boundaries of knowledge in clinical medicine. Three new speciality areas have joined the NIHR Leicester BRC for the first time: Personalised cancer prevention and treatment, Environment – looking at how the environment impacts on long term health conditions - and using data to better understand multiple long term health conditions and factors specific to the health of ethnic minority populations. In addition, the respiratory speciality is joined by experts in infectious diseases.

The purpose of the NIHR Leicester BRC is to translate scientific breakthroughs in these areas into diagnostic tests, preventions and life-saving treatments for our patients. We do this by creating a collaborative workspace that allows scientists and clinicians to share their findings and deliver research that is relevant to both patients and the professionals who treat them.

At Leicester BRC, we are committed to working with all experts, and the patient is the most important expert of all. A large group of local people interested in our work help us plan and deliver our research with insight into the experience of living with illness.



The Genetic Epidemiology Group also leads PhD programmes, including the 4-year PhD Programme in Genomic Epidemiology and Public Health Genomics (Wellcome Trust £5.3M, 40 students), an 8-year multidisciplinary project to define molecular pathways in lung function impairment (Wellcome Trust, £8.8M), and industry collaborations. The Group has a strong interest in career development, and in improving research capacity and research culture. In this role, you will bring your leadership skills to develop research capacity, improve research culture, cohort leadership and undertaking high quality research within the priority research areas of the group.

Main Duties and Responsibilities

The role is expected to contribute to research, teaching, public health duties, administration and management.

In line with University's policy, this post will consist of 10 programmed activities.

Research

To contribute to research productivity & to develop research in genetic epidemiology and epidemiology, relevant to BRC Themes in Respiratory and Infection, and Data Innovation for Multiple Long-Term Conditions and Ethnic Health, and to lead the research development of the EXCEED cohort study.

The post holder will be expected to maintain and further develop a programme of high quality and competitive research capable of securing substantial external funding. We welcome research that extends or complements existing areas of research within the University and the NHS.

In summary to:

- Produce research of the highest standard with best outputs internally and externally assessed as world-leading (4-star) outputs that will contribute to the School's research profile and at a level compatible with inclusion in future REF exercises. Engage and collaborate with national/international networks and to publish in internationally recognised high-quality peer-reviewed journals.
- Raise your external profile and that of the School by presenting research papers at academic and/or professional conferences, refereeing or reviewing publications or grants, and externally examining postgraduate research students.
- Contribute to and lead the development of larger bids for external funding for research, both on a disciplinary and interdisciplinary basis, in the School and College to support a well-defined research agenda, which will deliver outputs of international excellence.
- Develop an impact agenda and make a meaningful contribution to impact activity within the School and College.
- Manage research projects and contracts within the university, including their financial commitments
- Provide high quality postgraduate supervision, making significant contributions to recruiting and winning funding for research students and early career researchers
- Contribute to postgraduate researchers' developmental activities including participation in probation panel review and as internal examiners of postgraduate degrees
- Ensure that all research activities undertaken comply with the 'Research Code of Conduct' operated by the University and work within the principles of Research Governance both within





UHL NHS Trust, and the University, including the General Data Protection Regulation, patient confidentiality, and the ethical conduct of research.

Teaching

You will contribute to teaching appropriate to your expertise and the requirements of the MB ChB and other University of Leicester undergraduate & postgraduate taught courses. Our innovative medical curriculum is divided into a predominantly medical school delivered Phase 1, and a clinical Phase 2. Our course was re-designed five years ago with a systems-based structure through phase 1, with structured group work featuring prominently throughout those first two years. It also contains a strong early clinical preparation through our Healthcare certificate programme and Compassionate, Holistic, Diagnostic Detective course. Students then enter the clinical phase, which has long 'apprenticeship' blocks in medicine, surgery and primary care in year 3, followed by specialty blocks in year 4, and our student assistantship blocks in year 5. The latter provides excellent preparation for Foundation year roles. Each Phase is managed by a director, who reports to the Medical School Executive, and our School Education Committee. More information is available here:

<https://le.ac.uk/courses/medicine-mbchb/2022>.

Clinical staff are expected to contribute to lectures, tutorials or placement delivery in either the core curricula (phase 1 or 2) and/or through our Student Selected Components (in years 3 and 5). In the case of the core curricula, staff will be responsible to a relevant Unit (phase 1) or Block lead (phase 2) for the content and nature of their teaching. Specifically, you will contribute towards the Population and Social Science module and/or other public health teaching and to being a personal tutor. You will also be expected to contribute to other undergraduate and Masters teaching undertaken by academics of the Genetic Epidemiology group, such as the MSc in Medical Statistics or Bioinformatics. As a specialist in public health, you will prioritise teaching and training that requires this specialist background, such as training Public Health Registrars for the Faculty of Public Health Diplomate and Membership examinations.

Duties also include:

- Supervision of project work by medical undergraduates on Student Selected components, or postgraduate students' MSc projects.
- Academic duties (e.g. setting written examination questions and written marking) required to sustain the delivery of high quality teaching.
- Regular contribution to clinical assessment (OSCEs)
- Contribute lectures or to support group work for relevant Phase 1 unit(s)
- Contribution to the University Medical School admissions interview processes (Multi-mini-interviews)

Staff are required to support and comply with the University's teaching quality assurance standards and procedures, including the provision of such information as may be required by the School or the University.

Impact and Knowledge Exchange

- Pursue, develop and lead innovation and impact resulting in national and international recognition
- Make a major contribution to external knowledge transfer, enterprise and engagement





activities which increase the external profile of the discipline, School and College and have a beneficial impact outside the University

- Be recognised as an authority in the field, developing and maintaining an external profile as appropriate to the discipline
- Maintain scholarly activity and keep up to date with developments in the field

Leadership and Citizenship

- Represent the University through membership of significant external committees, groups and bodies, including those relating to policy and matters of importance in the wider Higher Education community
- Actively participate in the management, administration and committee structures of the School, College or University
- Involvement in peer review, the recruitment, management and development of staff and act as a mentor and coach to colleagues
- Provide major input to the development, communication and achievement of School, College or University strategies

Public Health activities

- Public Health / Clinical duties as agreed with the employer providing an honorary consultant contract in areas that will support and complement the research role of the post. This may include offering your capacity to apply the scientific body of knowledge on public health to the policies and services necessary to improve health and to formulate clear practical evidence-based recommendations.
- Research will include responsibility for work across organisational and professional boundaries acting as a change agent including managing complexity and overseeing interventions aimed to deliver improvements in population health and wellbeing and evaluating these.
- Engage according to expertise with NHS, local authority, regional and national partners to provide appropriate input for their service and policy development.
- Actively participate in the management, administration and committee structures of the School, College or University
- Involvement in peer review, the recruitment, management and development of staff and act as a mentor and coach to colleagues
- Provide major input to the development, communication and achievement of School, College or University strategies

Professional obligations as a consultant in Public Health

- Undertaking 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 Specialist Register or the UK Public Health (Specialist) Register, or other specialist register as appropriate.





- Contributing appropriately to foundation programme medical and public health specialty training, with a particular focus on research supervision.
- Practise in accordance with all relevant sections of the General Medical Council's Good Medical Practice (if medically qualified) and the Faculty of Public Health's Good Public Health Practice and UKPHR requirements
- Contribute to appropriate professional leadership within the health system, whether medical or other clinical or non-clinical expertise.
- Foster scientific integrity, freedom of scientific publications, and freedom of debate on health matters, and promote good governance and open government.
- Contribute to medical professional leadership within the health system.
- Maintain effective, courageous, and responsible public health advocacy.

Management and Administration

- To undertake such School and College roles and management functions as may be reasonably required by the Head of School.
- To participate in meetings and other committees and working groups within the School, College and University to which appointed or elected.
- To engage in continuous professional development, for example by participation in relevant staff development programmes.
- To undertake, subject to the agreement of the Head of School and the University, external activities which reflect well upon and enhance the reputation of the University.
- To ensure compliance with health and safety requirements in all aspects of work
- Secretarial support, office accommodation and a computer with Microsoft Office, email and networked to both the Internet and Intranet will be provided.

Job Plan

The Job Plan will be based on the standard 10 programmed activities (PAs) of an Honorary consultant contract. A standard 1.5 SPAs are allocated in order to support the requirements of CPD and revalidation.

The proportion of time spent on each of the activities is being kept flexible and will be determined in conjunction with the post-holder and reviewed annually. At least 50% of the time will contribute directly to research and enterprise activities.

No more than 50% of the time will be spent on public health activities, however, in order for clinical appointees to be able to apply for National Impact awards the appointee must be able to demonstrate that a minimum of 5PAs contribute to the work of the NHS. In agreeing the split between academic and public health duties the following principles will be applied:

- There must be sufficient sessions protected to pursue academic activities
- The public health delivery must be sufficient in amount and content to ensure revalidation
- There must be sufficient supporting PAs to allow continual professional development (on a pro-rata basis)
- The exact nature of the contribution to public health activities will be agreed within the job plan.

An initial job plan will be agreed and signed, prior to the appointment commencing, by the University, NHS/public health partner and appointee. The job plan will be reviewed annually and





any changes mutually agreed between the post holder, NHS/public health partner and the University; a first review after three months may be appropriate.

Accountability and Reporting Arrangements

You will be responsible for all academic activities to the Head of School and accountable to the PVC and Dean of the College, and to the University. The person to whom you are responsible for any clinical/public health duties will depend on the exact details of the job plan once the appointment has commenced.

Internal and External Relationships

Research:

- Collaborations with researchers and academics within the College/University within the research field.
- Participate in, College and University wide seminar programs to stimulate dissemination of information and collaboration.
- Personal Tutees: Providing advice on ways of helping students succeed within their research field and the degree programme they are enrolled upon (weekly)
- Set up and lead collaborations with other high calibre national and international collaborators
- National/international scientific bodies/committees

Teaching:

- To contribute to the Medical School's Personal Tutor scheme and to interact positively with BSc/MSc/PhD students
- To interact positively with other members of module delivery team
- Where required to join and participate in BSc/MSc degree teaching team meetings

Management/Administration:

- Staff of the University including Head of School, academic colleagues, research and support staff
- Coordination with central University offices (eg Research Office, Graduate Office, Registry, Estates, HR) as required

Planning and Organising

Shaping the strategic direction of the post-holder's area of activity, leading future planning activity over many months and/or years.

Participation in the School's operational planning process, supporting the strategic direction of the School/College in research, enterprise and teaching.

Qualifications, Knowledge and Experience

Essential

Clinical candidates

- MB BS or equivalent *



- Full GMC registration*
- Current License to practice*

All Candidates

- Inclusion in the GMC Specialist register with a license to practise/GDC specialist list/UK Public Health Register (UKPHR) for Public Health specialists (or be eligible for registration within six months of interview) *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). 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
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 practice.

- Masters' in Public Health - Passed Part A & B MFPH (or Parts I & II) examination or equivalent by exemption or by assessment *
- Relevant higher degree (MD/PhD) *
- Established international track record and ongoing high quality genetic epidemiology and epidemiology research pertinent to respiratory and multimorbidity, which is evidenced by external presentations and significant publications in peer reviewed journals *
- A 3-5 year research plan which falls within the research priorities of the Genetic Epidemiology research group and College*
- A strong track record of obtaining peer-reviewed externally funded grants and evidence of ability to attract significant amounts of external funding*
- Experience of the design, conduct, management, enrichment and utilisation of cohort studies*
- Teaching qualification e.g. HEA Fellowship
- Evidence of effective collaborative relationships
- A record of training and mentoring research students and/or fellows*
- Meets minimum CPD requirements in accordance with the Faculty of Public Health requirements (FFPH/MFPH by examination, by exemption or by assessment)*
- Clear understanding of key public health concepts, epidemiology and statistics, public health practice, health promotion, health policy, health economics and health care evaluation
- Demonstrated ability and understanding of knowledge mobilisation and knowledge translation
- Ability to link public health theory and practice
- Experience or knowledge of working within a health care environment or in a public health setting
- In depth understanding of the health and care system and the relationships with both local and national government
- In depth knowledge of methods of developing clinical quality assurance, quality improvement, evaluations and evidence based public health practice





- Strong and demonstrable understanding of interfaces between health, social care and key partners (dealing with the wider determinants of health)
- Demonstrated Public Health leadership and decision making
- Able to work in multidisciplinary teams with diverse groups of people
- Self-motivated, pro-active, and innovative
- Excellent written and verbal communication and excellent presentation skills
- Ability to observe and define priorities and timetables in the achievement of strategic and operational objectives
- Demonstrable organisational abilities

Desirable

- Experience in the supervision of postgraduate students
- Experience of promoting or undertaking research in minority ethnic communities, in low and middle income countries or other populations under-represented in genomic research
- Evidence of representation and leadership at a regional and National level*
- Media experience demonstrating delivery of effective health behaviour and health promotion messages
- Experience and demonstrated success in planning and building a team and delivering research results*

Skills, Abilities and Competencies

Essential

- Fully meet the core competency requirements of the Faculty of Public Health (see Appendix)*
- The ability to initiate, develop and deliver high-quality research
- The ability to generate substantial research grant and/or contract income
- Ability to provide effective leadership for teams/groups and activities with substantial impact among peers *
- Strategic thinker with proven leadership skills and operational nous
- Strong commitment to public health principles
- Able to prioritise work
- Ability to demonstrate and motivate organisations to contribute to improving the public's health and wellbeing through mainstream activities and within resources
- 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 application to public health practice
- In depth understanding of the health and care system and the relationships with both local & national government
- Ability to lead and manage the response successfully in unplanned and unforeseen circumstances
- Analytical skills able to utilize both qualitative (including health economics) and quantitative information
- Ability to design, develop, interpret and implement strategies and policies
- Ability to write up research findings, assessing outcomes and options.
- Ability to contribute, as a senior partner, to the authorship of research papers and grant





proposals

- Ability to support the day-to-day management of the overall research programme and the management of research collaborations both within and outside the University.
- Skills in managing and motivating staff
- Ability to influence senior members of the organisation and collaborative partners
- Commitment to work within a political system irrespective of personal political affiliations
- Skills in supervising, mentoring/advising and motivating students at all levels
- Good interpersonal skills
- High level of proficiency in English both verbal and written* to undertake teaching, scholarship and administrative activities utilising English Language materials and to communicate effectively at all levels of the organisation
- Commitment to personal and professional development
- Commitment to and competence in teaching undergraduate and postgraduates
- Ability to design and deliver learning programmes
- The ability to teach in all formats at undergraduate and Masters level and to supervise undergraduate laboratory and project work

Desirable

- Evidence of participating in management issues
- Knowledge or interest in or commitment to Information Technology
- Evidence of contributing to peer review for national or international research funder

****Criteria to be used in shortlisting candidates for interview***

Reason for Fixed Term Contract

The reason for the fixed term contract is stated in section 1.9 in the summary of contractual terms in your contract of employment.

Additional Requirements

Essential

- Satisfactory occupational health clearance as required by the role
- Satisfactory DBS clearance as required by the role
- Professional defence cover - The postholder is required to ensure they have appropriate professional defence organisation cover for duties undertaken
- Meets professional health requirements (in line with GMC standards/Good Medical Practice)

Contract

This is a two-year fixed term contract. The reason for the fixed term contract is stated in section 1.9 in the summary of contractual terms in your contract of employment.

Indeterminate hours will be based on a consultant integrated job plan, including a minimum of 10PAs (40hrs).



The appointee will be provided with excellent research facilities together with appropriate office accommodation and clerical support for academic duties, and public health duties where appropriate.

An Honorary contract will be sought from the University Hospitals of Leicester NHS Trust & UKHSA, the award of which is subject to their agreement.

Professional Requirements

The post holder must practice in accordance with all relevant sections of the General Medical Council's Good Medical Practice (if medically qualified) and the Faculty of Public Health's Good Public Health Practice and UKPHR requirements and maintain professional registration for the duration of the appointment. Lapsing may render you subject to disciplinary action and you cannot be lawfully employed should registration lapse. You must have & maintain appropriate professional defence cover for the duration of your appointment.

Where the duties of the appointee involve work with NHS patients, identifiable patient data and/or patient material/tissues, or NHS staff or their data for the purposes of research, it is necessary to ensure that the performance of the duties attached to the post is covered by NHS research governance arrangements, and the appointee must comply with all such arrangements.

It is a fundamental condition of employment that you hold and retain an honorary public health consultant contract for the duration of your employment. It is the responsibility of the individual member of staff to advise the University immediately if his/her honorary contract is terminated, or withdrawn, or if s/he is at any time subject to disciplinary action under the honorary contract.

During the term of appointment, you may undertake private practice for personal remuneration only within the conditions laid down in the University's scheme for such practice.

You will be required to comply with all employment checks and must satisfactorily meet these requirements prior to commencement in post.

Criminal Declaration and Disclosure and Barring Service (DBS).

If you become an employee, you must inform your manager immediately, in writing, if you are the subject of any current or future police investigations/legal proceedings, which could result in a criminal offence, conviction, caution, bind-over or charges, or warnings.

This post is exempt from the Rehabilitation of Offenders Act 1974 because the appointee will have substantial access to young people and/or vulnerable adults. Therefore, an appointment to this post will be subject to checking through the Disclosure and Barring Service (DBS). The successful applicant for this post will, therefore, be required to give consent for the University to check and obtain appropriate clearance with the DBS for the existence and content of any criminal record in the form of an Enhanced disclosure with child and adult barred list.

Information received from the DBS and the police will be kept in strict confidence and will be destroyed once the University is satisfied in this regard.

NHS Research Governance

Where it is determined that the duties of this post for the purposes of research involve work with the NHS, it is necessary to ensure that the performance of the duties attached to the post are covered by NHS research governance arrangements and the appointee must comply with all such arrangements, which may include occupational health clearance and DBS clearance.



Appraisal, Revalidation & CPD

Clinical appointees are required by the GMC to revalidate every five years. A clinical appointee will maintain appropriate records such that the General Medical Council will grant successful revalidation of fitness to practice at the appropriate time. You must therefore advise the University of your revalidation dates and provide written evidence of your satisfactory revalidation where these fall within your period of employment with the University. You are also required to abide by the codes of professional practice as detailed by the professional body GMC.

A clinical appointee will be subject to an annual joint appraisal, which meets the Faculty of Public Health and University guidelines following a nationally agreed process, with both a University and an appropriate appraiser designated by the assigned Responsible Officer, in order to ensure compliance with the principles of Follett and the requirements of revalidation.

In undertaking the appraisal, it must be clear who the acting Responsible Officer is for this purpose. Appraisal carries an expectation of full compliance with all requirements for revalidation, including active involvement in audit and continuing professional development in line with best practice.

Clinical and non-clinical post holders will undertake continuing professional development as appropriate to meet the requirements of the University & Faculty of Public Health and for clinical appointees - the GMC for revalidation.

Supporting University Activities

As a University of Leicester citizen, you are expected to support key university activities such as clearing, graduation ceremonies, student registration and recruitment open days. We expect all staff as citizens to work flexibly across the University if required.

University Values

Inclusive - We are diverse in our makeup and united in ambition. Our diversity is our strength and makes our community stronger.

Inspiring - We are passionate about inspiring individuals to succeed and realise their ambitions. We challenge our community to think differently, to get involved, and to constantly embrace new ideas.

Impactful - As Citizens of Change we will generate new ideas which deliver impact and empower our community

Equity and Diversity

We believe that equity, diversity and inclusion is integral to a successful modern workplace. By developing and implementing policies and systems that challenge stereotypes across all aspects of our work, we have a culture that recognises and values the diverse contributions of our staff which benefits everyone. Our strong values of inclusivity and equity support our efforts to attract a diverse range of high quality staff and students, and identify our University as a progressive and innovative workplace that mainstreams equity, diversity and inclusion.



Appendix 1**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***

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 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, working at senior organisational levels, to deliver improved population health in complex and unpredictable environments.

