

Role Profile

Job Title:	Health Improvement Officer
Location:	Colindale
Department:	Start and Grow Well Team
Directorate:	Communities, Adults & Health
Grade:	I
Type of Working:	Hybrid
Reports to:	Resilient Schools Manager

1. Job Purpose:

The post holder will provide public health expertise to the children and young people’s portfolio.

The post holder will be responsible for working across the council and with a range of partners to improve the mental/emotional wellbeing of young people in Barnet, including consideration to the relationship between emotional and physical health. The role will work closely with colleagues in the Schools, , Family Services, Early Help Centres, Youth Board, Youth centres and youth organisations to ensure that prevention and early intervention is supported in all our programmes and strategic design taking a whole systems approach.

2. Key accountabilities:

The Health Improvement Officer will:

- Primarily support the Resilient Schools Programme which works to raise awareness through ‘a whole school approach’ across school communities.
- Support the Suicide Prevention Strategy and Action Plan 2026 - 2030
- Support the Public Health Consultant, Resilient Schools Manager and Senior Public Health Strategist in providing specialist public health support to public health commissioning, mental and emotional wellbeing programmes and health improvement programmes that support emotional resilience of children and young people.
- Contribute to and support a range of health improvement activities in support of strategic priorities in Barnet including:

- Scoping potential initiatives and investments.
- Developing proposals for action with reference to evidence and in consultation with partners
- Contributing to producing options appraisals, business cases and project plans
- Providing project and contract management
- Assist with the evaluation of services, projects, and programmes to ensure appropriate outcomes and cost effectiveness are achieved.
- Support the interpretation and implementation of national guidance on public health topics.
- Support the council' response to emerging Public Health priorities.

Role-specific Responsibilities:

The role will involve detailed preparatory work, research of evidence and consultation with partners, presentation, and influence to ensure agreement of proposals to achieve public health objectives and ensure efficient use of resources. This will include strong technical skills as well as original and creative thinking to develop new and evidence-based responses to population health needs and taking responsibility for ensuring that improvements are delivered on time and to achieve targets.

The specific responsibilities for this post will include improving the wellbeing and health of young people in Barnet, and includes:

- Providing public health support to the promotion of mental and emotional wellbeing of young people under the direction of the Resilient Schools Manager; with a specific focus on supporting the Resilient Schools Programme and Suicide Prevention Strategy and action plan for children and young people.
- Providing public health support to vulnerable young people programmes including substance misuse, violence and safeguarding programmes and supporting Young Carers.
- Working with the Resilient Schools Manager, Senior Public Health Strategist, Public Health Consultant, and other team members to support health improvement programmes that complement the aims of the Resilient Schools Programme and strengthen the mental and emotional resilience of children and young people. This will include supporting healthy lifestyle programmes.
- Maintain links with local and regional networks such as the Young Barnet Foundation and London youth foundation.

Service Accountabilities

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- Present complex and contentious issues to non-specialist audiences and individuals to ensure that they can understand the implications to a service.
- Communicate with, and establish and maintain relationships with, other members of the Public Health Team, a range of other stakeholders including local and regional youth organisations, UNITAS, Barnet Youth Board.
- Write and contribute to reports. These reports will vary in length and complexity and will be used by others in the development of and services to meet the organisation's priorities. Reports will range from informal summaries to detailed comprehensive reports. It will also be necessary for the post holder to be able to summarise these reports and disseminate their findings.
- Undertake workshops, webinars and training sessions which include complex presentations on health-related matters to a variety of audiences including health care professionals and young people.
- Communicate highly complex statistical analyses and concepts to specialist and non-specialist audiences in a way that they can understand the implications and the inferences arising from the analyses within the report.
- Contribute to commissioning processes, such as the maintenance, feedback, and re-drafting of contracts, to improve health outcomes for young people.
- Support colleagues within the team by developing, maintaining and documenting standard operational procedures relating to data collection processes, ensuring procedures are accurate and up to date.
- Keep abreast of relevant national developments as part of continuous professional development.
- Undertake surveys, audits or research to support service development e.g. lifestyle surveys, focus groups or user engagement.
- Project manage a number of multi-agency projects to a high standard and within corporate project and programme management standards.
- Organise their own time to meet deadlines.
- Arrange meetings with colleagues to plan objectives and work commitments for multidisciplinary research, audits and projects.

3. Financial Responsibilities:

4. Health and Safety Responsibilities

As an employee of the London Borough of Barnet, you are required to:

- Abide by Barnet's health and safety policy and associated arrangements
- Complete mandatory health and safety training
- Follow safe systems of work and use devices/guards provided for safety.
- Wear/use personal protection equipment where issued and instructed to do so, including lone working devices.
- Report any Accident/Incidents/Hazards.
- Take care of your own and other's safety, health and wellbeing

5. Promotion of Corporate Values

To ensure that customer care is maintained to the agreed standards according to the council's values. To ensure that a high level of confidentiality is maintained in all aspects of work. Our values:

Caring / Learning to Improve / Inclusive / Collaboration

6. Flexibility

In order to deliver the service effectively, a degree of flexibility is needed and the post-holder may be required to perform work not specifically referred to above. Such duties, however, will fall within the scope of the post, at the appropriate grade.

7. The Council's Commitment to Equality

To deliver the council's commitment to equality of opportunity in the provision of services. All staff are expected to promote equality in the workplace and in the services the council delivers.

PERSON SPECIFICATION

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Criteria	Essential/Desirable	Assessed by:
Professional Membership/Qualification		
Master's degree in public health related discipline or equivalent experience.	Essential	Application
Experience in the field of the mental health of children and young people and/or education	Essential	Application
Experience & Knowledge		
Experience of conducting needs assessments and service review analyses and disseminating their findings (with the ability to communicate complex information to specialists and non-specialists).	Essential	Application/Interview
Experience of commissioning and the World Class Commissioning	Desirable	Application/Interview
Experience of project management	Essential	Application/Interview
Experience of stakeholder management	Essential	Application/Interview
Experience of evaluating health improvement programmes	Essential	Application/Interview
Comprehensive knowledge of behaviour change methods.	Essential	Application/Interview

Understanding of the wider determinants of health.	Essential	Application/Interview
Understanding of epidemiology, statistics and information analysis related to health and social care.	Essential	Application/Interview
Understanding of evaluating and measuring performance.	Essential	Application/Interview
Knowledge of social research methods.	Essential	Application/Interview.
Good understanding and experience of local and national NHS and other relevant data sources.	Essential	Application/Interview
Flexibility to allow for changes in information format, lack of information provided and delays in receiving requested information.	Desirable	Application/Interview
Understanding of policy and strategy development.	Essential	Application/Interview
Understanding of health and social care environment and the role for Public Health within it.	Desirable	Application/Interview
Skill & Ability		
Excellent written and verbal communication skills, with experience in disseminating information via written reports and presentations to a wide range of audiences, in terms of both size and composition. This will include an ability to convey highly complex numerical information.	Essential	Application/Interview
Ability to deliver professional and persuasive presentations to large internal and external groups.	Essential	Application/Interview
Able to make evidence-based recommendations to commissioners, based on assessments of local needs and service provision	Essential	Application/Interview
Able to carry out timely, effective searches and critical appraisal of published literature	Essential	Application/Interview
Able to manipulate complex datasets, perform basic statistical analysis and present to non-specialist audiences	Essential	Application/Interview

Ability to deliver professional and persuasive presentations to large internal and external groups.	Desirable	Application/interview
Excellent project management skills	Essential	Application/Interview
Ability to adapt to frequently changing circumstances and conflicting priorities.	Essential	Application/Interview
Problem solving skills and ability to respond to sudden unexpected demands.	Essential	Application/Interview
Ability to work on own initiative and organise own workload, without supervision, working to tight and often changing timescales.	Essential	Application/Interview
Organisational skills, ability to prioritise workloads within timescales and meet deadlines.	Essential	Application/Interview
Effective negotiating and influencing skills	Desirable	Application/Interview
Adaptability, flexibility, and ability to cope with uncertainty and change	Desirable	Application/Interview
Ability to speak up even when views or messages may be unpopular	Desirable	Application/Interview
Ability to positively influence the perceptions of people internally and externally about LBB	Essential	Application/interview
Ability to build strong internal and external networks and use them positively to benefit LB Barnet and its stakeholders.	Essential	Application/Interview
Values & Behaviours		
Caring		
Integrity- I work with candidates and colleagues in a way that builds trust.	Essential/Desirable	Application/Interview

Support- I support my colleagues to deliver excellent services. I focus on resolving any issues and capturing lessons learnt	Essential/Desirable	Application/Interview
Learning to Improve		
Insight- I regularly rely on evidence and professional standards to support my work and decision making.	Essential	Application/Interview
Agile-I am fully empowered to act within the scope of my role	Essential	Application/Interview
Growth Mindset- I take responsibility for my own personal development, growth and learning and support others with their learning and development where I can	Essential	Application/Interview
Inclusive		
Personal Responsibility- I am curious about what is important to others around diversity. I reflect and act upon this curiosity to improve my own understanding	Essential	Application/Interview
Engage with discomfort- I am open to and reflect on what makes me uncomfortable and use my engagement with others to challenge myself and constructively challenge others	Desirable	Application/Interview
Champion Diversity- I recognise the advantages and importance of equality, diversity and inclusion in delivering outcomes for residents, and take an active role to ensure they are implemented and integrated in everything I do.	Essential	Application/Interview
Collaborative		
One Team- I actively and purposefully build my network of relationships with people across the Council and with partners. I proactively seek feedback and evidence as a way of learning from and improving the way I work with others	Essential	Application/Interview
Accountable- I accept responsibility for my own actions and decisions, and demonstrate	Essential	Application/Interview

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commitment to ensuring these align to what is best for Barnet		
Outcomes Focused- I adapt my way of working to best suit the outcome we are trying to achieve within the scope of my role and professional standards	Essential	Application/Interview