

Role Profile

Job Title	Public Health Commissioner (Substance Misuse)
Location:	Colindale/Hybrid
Directorate:	Adults & Health
Service:	Public Health
Grade:	K
Salary Range:	£56,376 - £61,535
Reports to:	Senior CYP Commissioner

1. Job Purpose:

The Public Health Commissioner (Substance Misuse) will lead the strategic commissioning, performance management, development and transformation of substance misuse services for adults and young people in Barnet.

The postholder will provide commissioning leadership to improve health outcomes, reduce health inequalities and support delivery of national, regional and local priorities relating to drug and alcohol misuse. Working across the Council, NHS, community safety partners, voluntary sector organisations and residents, the postholder will develop evidence-based commissioning strategies that support prevention, early intervention, treatment, recovery and wider determinants of health.

The role combines operational commissioning responsibilities with strategic leadership, ensuring substance misuse services are integrated with wider priorities including mental health, housing, safeguarding, community safety, violence reduction, domestic abuse and prevention agendas. The postholder will use intelligence, evidence and stakeholder engagement to influence system-wide approaches that improve outcomes for vulnerable residents.

2. Key accountabilities:

1. Lead the commissioning, procurement, contract management and transformation of adult and young people's substance misuse services.
2. Develop and implement commissioning strategies, service specifications and improvement plans that deliver the ambitions of the national drug and alcohol strategy and local public health priorities.
3. Provide strategic leadership on substance misuse across the borough, influencing policy, service development and partnership working. Including the Combating Drugs Partnership.
4. Co-ordinate and support delivery of the Combating Drugs Partnership Board.

5. Lead performance monitoring and contract management arrangements, ensuring providers deliver high-quality, evidence-based and outcome-focused services.
 6. Analyse and interpret public health intelligence, needs assessments, service evaluations and health equity audits to inform commissioning decisions and service redesign.
 7. Develop and maintain strong partnerships with NHS organisations, community safety partners, housing services, social care, safeguarding partnerships, schools, criminal justice agencies and voluntary sector organisations.
 8. Lead work to reduce drug and alcohol related harm, including drug-related deaths, health inequalities and barriers to treatment access.
 9. Ensure commissioned services contribute to wider public health objectives including prevention, recovery, community safety, mental wellbeing and social inclusion.
 10. Lead stakeholder engagement and co-production activities with residents, service users, communities and partner organisations.
 11. Represent Public Health and Barnet at local, regional and national networks, sharing best practice and promoting continuous improvement.
 12. Prepare and present reports, briefings and recommendations for senior leadership teams, council committees, partnership boards, Health and Wellbeing Board and other governance forums.
 13. Support grant management and statutory reporting requirements, ensuring compliance with national guidance and funding conditions.
 14. Provide expert commissioning advice within a political environment, supporting elected members and senior officers as required.
 15. Contribute to wider Public Health priorities and transformation programmes, applying a public health and prevention approach across council services.
 16. Deputise for senior colleagues where appropriate and contribute to the broader delivery of the Public Health function
- 3. Financial Responsibilities:**
1. Manage delegated budgets relating to commissioned services and projects.
 2. Monitor expenditure and forecast financial performance, ensuring value for money and compliance with council financial procedures.
 3. Support the development, management and monitoring of public health grant expenditure and associated financial returns.
 4. Develop business cases and commissioning proposals that maximise service effectiveness and population health outcomes.
 5. Identify opportunities for efficiency, innovation and service improvement while maintaining quality and outcomes

4. Staff Responsibilities

1. Provide leadership to commissioned programmes, projects and workstreams.
2. Matrix manage project staff, trainees, analysts, consultants and partner organisations where appropriate.
3. Support the induction, development and mentoring of colleagues, trainees and placement students.
4. Contribute to a culture of continuous improvement, learning and evidence-based practice.
5. Work collaboratively across the Public Health team and wider council services to deliver shared objectives

5. Health and Safety Responsibilities:

As a manager of the London Borough of Barnet, you are required to:

- Abide by of Barnet's health and safety policy, associated arrangements, and implement the Senior manager's/Director's responsibilities set out therein.
- Complete mandatory health and safety training
- Ensure strategic/service plans take account of health and safety risks and effects on employee wellbeing
- Monitor health and safety compliance arrangements and take action where there are concerns
- Include health and safety in regular management team/board meetings
- Lead by example, monitor and enforce health and safety compliance of managers
- Ensure sufficient resources are allocated to managing risk

6. 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 / **L**earning to Improve / **I**nclusive / **C**ollaboration

7. 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.

8. 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		
Degree in Public Health or a relevant discipline, or equivalent experience	Essential	Application
UKPHR Registration or equivalent public health qualification	Desirable	Application
Experience & Knowledge		
Significant experience commissioning or managing substance misuse, public health, health, care or community safety services	Essential	Application/Interview
Knowledge of evidence-based approaches to drug and alcohol prevention, treatment and recovery	Essential	Application/Interview
Experience of contract management, procurement and performance management within local government, NHS or related sectors	Essential	Application/Interview
Experience using public health intelligence, needs assessments and evaluation evidence to inform commissioning decisions	Essential	Application/Interview
Understanding of national drug strategy, public health policy and relevant legislation	Essential	Application/Interview
Knowledge of safeguarding, health inequalities and inclusion health approaches	Essential	Application/Interview

Experience working within complex partnership environments across local government, NHS and voluntary sector organisations	Essential	Application/Interview
Experience working with elected members or within a political environment	Desirable	Application/Interview
Budget management and financial monitoring experience	Essential	Application/Interview
Skill & Ability		
Ability to lead complex commissioning programmes and service transformation projects	Essential	Application/Interview
Strong analytical and interpretative skills with the ability to translate data into action and recommendations	Essential	Application/Interview
Excellent report-writing and presentation skills	Essential	Application/Interview
Strong influencing, negotiation and partnership-building skills	Essential	Application/Interview
Ability to work strategically while managing competing operational priorities	Essential	Application/Interview
Ability to communicate effectively with senior leaders, service providers, communities and elected members	Essential	Application/Interview
Strong project management skills	Essential	Application/Interview
Advanced IT skills including Microsoft Office and data reporting tools	Essential	Application/Interview
Values & Behaviours (only include those that are relevant to the role, must have at least 1 behaviour per value)		
Caring		
Integrity- I work with candidates and colleagues in a way that builds trust.	Essential	Application/Interview
Empathy- I say "thank you" and "well done" where appropriate, and take time to 'check in' to see if the people I work with are ok	Essential	Application/Interview
Support- I support my colleagues to deliver excellent services. I focus on resolving any issues and capturing lessons learnt	Essential	Application/Interview
Learning to Improve		

Caring for **people**, our **places** and the **planet**

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	Essential	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 commitment to ensuring these align to what is best for Barnet	Essential	Application/Interview
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