



CANDIDATE PACK FOR DIRECTOR OF PUBLIC HEALTH



WELCOME

Dear candidate

I am delighted that you want to find out more about the Director of Public Health post at Hertfordshire County Council. The position is vacant because our longstanding DPH, Jim McManus, is moving to a fantastic role with Public Health Wales as the new National Director of Health and Wellbeing – and we wish him the very best.



This is a pivotal moment for public health at Hertfordshire. We are developing a new and innovative approach to community protection at the council, and bringing public health together with community safety, regulatory services and the fire service to create a modern and dynamic directorate. So, this is a great opportunity for a new DPH to join what is a high-performing authority at a time of change, and really make their mark. We are therefore seeking a bold and ambitious Director who can understand and appreciate our approach and make a vital contribution across the wider council, working to develop and implement new strategies which will have far-reaching outcomes. This is very much about system leadership, and our DPH will also need to be a prominent and proactive voice with external partners – including Districts, the NHS, the voluntary sector and others.

Our aim is to improve health outcomes for our 1.2 million residents. Hertfordshire is in many ways a prosperous county with a high quality of life, but there are pockets of deprivation and some striking health inequalities. Improving health and wellbeing outcomes is a huge priority for me, all officers and Members at Hertfordshire.

This really is a great opportunity, and I hope you find the information in this pack of interest. If you have any questions or want to arrange a call with, do contact our advising consultants at Starfish.

We look forward to receiving an application from you.

Best wishes

Alex Woodman
Executive Director and Chief Fire Officer, Community Protection



ABOUT THE ROLE

The role of Director of Public Health will provide strategic leadership and direction for the continuous development of services to improve the health and wellbeing of Hertfordshire residents. This will include driving down health inequalities and improving outcomes for some of the most vulnerable in our communities, a focus on prevention, and protecting our population from public health hazards.

As DPH you will play a key role in driving the delivery of these objectives by forging effective working relationships and influencing other HCC directorates and partners across the wider system including our Integrated Care Board (ICB), the VCSE sector and other private and public sector organisations.

You will provide expert advice and guidance to the Cabinet Member for Public Health and Community Safety, our Executive Leadership Team, senior managers and elected members. You will be well-positioned to identify, influence and challenge the risks and opportunities in order that evidence-based decisions can be made, that these are aligned to the council's strategies, plans and objectives, and that we meet or exceed our statutory obligations.

The Director of Public Health is a joint appointment between the County Council and the Secretary of State. The postholder must be a registered Public Health specialist who meets the criteria in the job description. Public Health is part of the Community Protection directorate. As an active member of the Community Protection Board you will contribute to the overall leadership of the directorate and, as a member of Joint Leadership Team, contribute broadly to the development and operation of the Council through effective corporate working. You will also lead the Public Health team through a period of transition and bring clarity on how the team will operate as part of this new environment.

Due to the increased complexity and demand for services you will be expected to deliver at pace and demonstrate the ability to use your judgement and experience to influence internally and externally.

ABOUT HERTFORDSHIRE AND THE COUNTY COUNCIL

Hertfordshire is a large county in South-East England whose southern border is just 12 miles from the centre of London. The county has a population of just under 1.2 million residents. The county is full of contrasts which blend together to create a superb quality of life for residents and visitors. Thriving modern towns have developed amongst historic market towns and picturesque villages.

Hertfordshire has a strong diverse economy with particularly important sectors in pharmaceuticals, space technology, high value engineering, financial services, telecommunications, film, media and creative industries. Employment and skills levels are high with over half of Hertfordshire's workforce employed in knowledge-based industries.

Hertfordshire County Council sets out our ambition to create a cleaner, greener and healthier Hertfordshire through a number of key commitments. HCC have committed to achieving Net Zero Carbon by 2030. This means that we do our utmost to drive out carbon emissions from our premises, activities and operations. This is likely to leave a residual amount that is not technically or financially possible to remove, and we will need to pay another organisation to make equivalent savings, known as offsetting. We are also continuing work to reduce carbon emissions from schools and from our supply chain. To achieve the vision, 18 commitments have been made across the following four priorities:

- Healthy and fulfilling lives for our residents
- Sustainable, responsible growth in our county
- Excellent council services for all
- A cleaner and greener environment

OUR VALUES

We improve Resident lives - We put our residents at the heart of all we do

We work with Integrity - We say what we do, and we do what we say

We act Sustainably - We consider the impact of our actions on future generations.

We champion Equality and fairness - We are all equal and treat everyone fairly.



WHAT WE'RE LOOKING FOR YOU TO BRING

- Strategic vision and leadership skills and a track record of creating a clear public health vision in line with organisational and national priorities, government policy, and local issues.
- Demonstrable experience of working with system partners to improve population level health and wellbeing, reduce health inequalities and improve the quality and access to services by communities and individuals.
- Significant experience of working at a senior level with political sensitivity to enable productive working relationships with and advising elected members and senior stakeholders.
- The ability to:
 - Translate strategic business objectives into focussed projects and deliverables.
 - Lead and develop an effective public health function, motivating staff to deliver service and organisational objectives, forge strong working relationships and support others in developing and achieving their personal, professional, and organisational goals.
 - Lead and shape prevention approaches and interventions which deliver tangible results for people and communities.
 - Drive innovation and the implementation of best practice in the delivery of services to improve standards and cost effectiveness.
 - Be comfortable with working with uncertainty, problem solving and taking a position on key recommendations and decisions.
 - Direct and lead in complex and challenging situations, develop appropriate strategies and deliver consistent messages that build integrity and profile, with experience of safeguarding organisational reputation.
 - Challenge thinking and behaviours at all levels in a complex public sector organisation.



JOB SUMMARY

The Director of Public Health is the system leader for improving the health and wellbeing of residents, reducing inequalities in health outcomes and protecting local communities from public health hazards (infectious diseases and environmental threats). As such, the Director of Public Health is a statutory chief officer of the authority and the principal adviser on all health matters to elected members, officers and partners, with a leadership role spanning health improvement, health protection and healthcare public health. As the statutory Director of Public Health, the postholder will have direct access to Elected Members and the Chief Executive.

Section 73A(1) of the NHS Act 2006, inserted by section 30 of the Health and Social Care Act 2012, gives the Director of Public Health responsibility for:

- all of their local authority's duties to improve public health
- any of the Secretary of State's public health protection or health improvement functions that s/he delegates to local authorities, either by arrangement or under regulations – these include services mandated by regulations made under section 6C of the 2006 Act, inserted by section 18 of the 2012 Act
- exercising their local authority's functions in planning for, and responding to, emergencies that present a risk to public health
- their local authority's role in co-operating with the police, the probation service and the prison service to assess the risks posed by violent or sexual offenders
- such other public health functions as the Secretary of State specifies in regulations
- producing an independent annual report on the health of local communities

In order to deliver their responsibilities on behalf of the residents of Hertfordshire the DPH will need to be a visible system leader in the health and wellbeing partnership arrangements. The DPH will be expected to use all the resources at their disposal to ensure that the local public health system is able to tackle the full range of determinants of health affecting communities in Hertfordshire, to improve population and planetary health. Working with local communities, the DPH should be able to inspire development of innovative solutions that support improvements in health and wellbeing and reduction in health inequalities whilst at the same time maintaining the confidence of Councillors and government.

DESCRIPTION OF THE PUBLIC HEALTH DEPARTMENT

The Hertfordshire Public Health team is comprised of c. 150 full and part time staff and is divided into a number of teams including children and young people, adult health improvement, health inequalities, ICS support, and health protection. This teams are supported by wider functions in behavioural change, commissioning and service improvement, programme delivery, and business and corporate services.

JOB PURPOSE AND KEY RESPONSIBILITIES

The fundamental purpose of the postholder is to provide the leadership to drive improvements in the health and wellbeing of the residents of Hertfordshire to reduce inequalities in health outcomes and working in collaboration with UKHSA to protect local communities from threats to their health through infectious diseases, environmental and other public health hazards. In delivering the key responsibilities described below, the postholder is expected to demonstrate a high level of expertise in the Faculty of Public Health Competencies (Appendix 1) and the person specifications (Appendix 2).

- Support the Chief Executive and Councillors in developing and delivering the Council's strategic agenda
- Be the chief officer and principal adviser on public health to the Council, local communities and local partners
- Operate strategically as a member of the corporate management/executive board and across the Council influencing policy and practice.
- To commission, and or deliver services which are effective, value for money and meet quality standards.
- To act as a leader across the local system of public services, influencing change and enabling a culture of continuous improvement in health and wellbeing, innovation and evaluation.
- Utilise the public health resources imaginatively and cost effectively across all domains of public health in order to improve health and wellbeing of local communities and reduce inequalities in health outcomes.
- Accountable for both the shaping and delivery of the Health and Wellbeing agenda taking account of the national agenda and benchmarking (using the national outcomes frameworks; public health, NHS and social care).
- Deliver an independent annual report on the health and wellbeing of local communities for publication by Hertfordshire County Council, to stimulate debate and/or action by the Council and partners.

The person specifications for the post are set out in appendix 2. In delivering the responsibilities outlined above, the postholder and his/her team will undertake the following tasks:

Strategic Leadership

- Delivery of a system to support surveillance, monitoring and evaluation of health and wellbeing and inequalities in health outcomes of local communities (including an easily accessible Joint Strategic Needs Assessment System)
- Ensure all activity undertaken by the Council takes account of both, the need to reduce inequalities as well as the requirements of the Equality and Diversity Act.
- To ensure scientific principles are applied to assessing need, exploring interventions and assessing progress of the Council's strategic agenda.
- Ensure as a core member of the Health and Wellbeing Board and in partnership with the wider Hertfordshire County Council partners and the public, the development of plans to enable local communities become healthy, sustainable and cohesive
- Ensure a programme of action (both within and outwith the Council) to impact on the wider determinants of health that will promote improvements in health and wellbeing of local communities and reduction in health inequalities.
- Provide assurance that the health protection system for local communities is fit for purpose
- To work closely with Directors responsible for people (children, vulnerable communities and older people) to ensure to develop, implement and maintain a "fit for purpose" integrated strategy which meets the needs of local communities and is cogent with the national approach.
- Collaborate across organisational boundaries to ensure communities in Hertfordshire benefit from population health and care programmes (development of sustainable transformation plans 2016-20).

Directorate Specific Accountabilities

- To be an advocate for improving health and wellbeing and reducing health inequalities
- Exercise the statutory responsibilities including the delivery of the mandated services
- To advise Hertfordshire County Council on its statutory and professional public health obligations.
- Work with the UKHSA Centre and NHS England to ensure local communities are protected from infectious disease threats (including food and water borne disease, pandemics, etc) and environmental hazards
- Ensure the development and delivery of a credible plan to improve health and wellbeing of communities in Hertfordshire and reduce health inequalities.
- Ensure that the Council has implemented its EPRR responsibilities and through Co-chairing of the Local Health resilience Forum, that partner organisations (UKHSA, OHID, NHS England and the ICSs) have delivered their EPRR responsibilities.
- Work in partnership with ICSs and Directors of Social care to take responsibility for Population Health and Care; including oversight and promoting population coverage of immunisation and screening programmes
- Provide public health advice (the core offer) to ICSs supporting the commissioning of appropriate, effective (based on evidence), and equitable health services.
- Support the Health and Wellbeing Board to deliver its statutory duty to promote integration for the benefit of local communities
- Collaborate across local authority boundaries to ensure residents of Hertfordshire benefit from population health and care programmes (the Sustainable Transformation Plans which apply from 2016 to 2020).

Resource Management

- To be accountable for the budget including reporting on the use of the public health ring fenced grant.
- To manage Council resources (People, property, information and finance) imaginatively and efficiently.
- Manage public health staff and ensure that they are able to influence in such a way as to ensure health and wellbeing in its fullest sense is central to Hertfordshire County Council

Commissioning

- Ensure services for improving health and wellbeing of local communities are commissioned within the Council policy for procurement and monitoring system and are responsive to the needs of the communities in Hertfordshire and over time.
- To set the framework for standards for commissioning and delivery; including the promotion of innovative approaches and appropriate risk management systems which are responsive to performance challenges.
- To ensure scientific principles of evaluation underpin all commissioning and delivery, of health and wellbeing services.

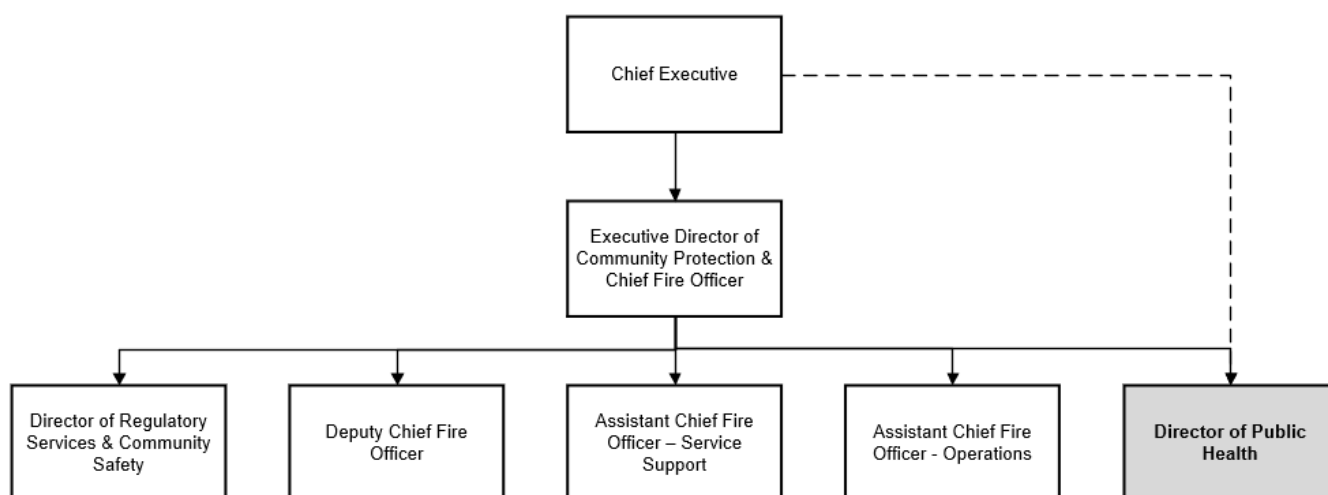
Advocacy

- Develop a constructive relationship with the media and the public, within the context of the Council Communications policy.
- To use the Faculty of Public Health, the LGA, the ADsPH, UKHSA and other channels to advocate for the public's health.

MANAGEMENT ARRANGEMENTS

The Director of Public Health will be professionally accountable to the Council (and Secretary of State for Health through the Regional Director of Public Health) and managerially accountable to the Executive Director & Chief Fire Officer of the Local Authority. An initial job plan will be agreed with the successful candidate and reviewed annually.

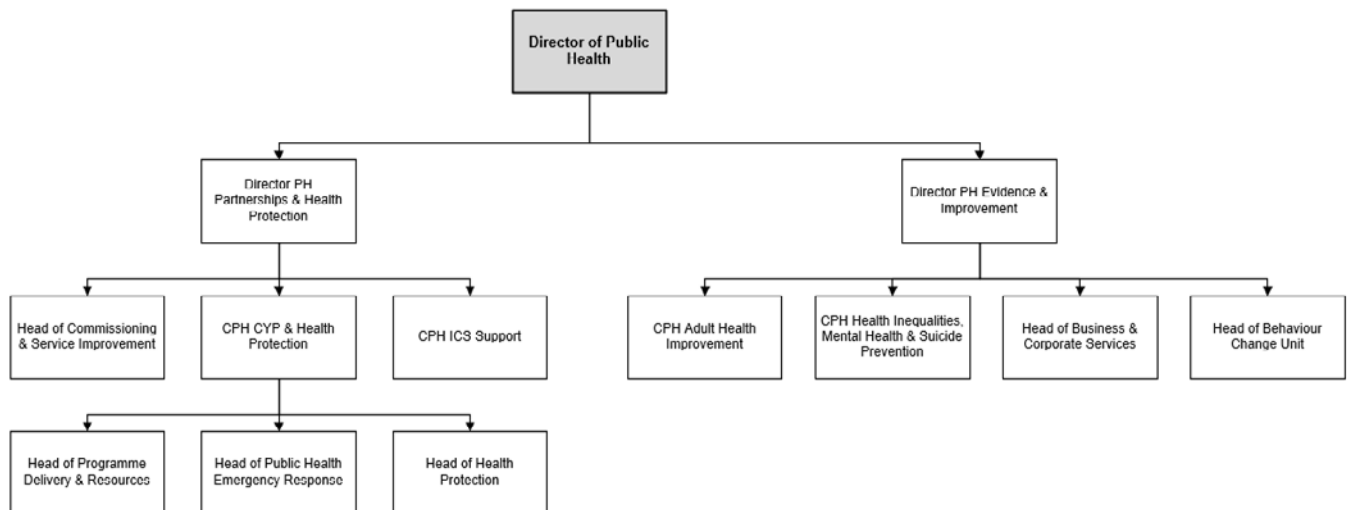
COMMUNITY PROTECTION DIRECTORATE STRUCTURE



The Director of Public Health will:

- Manage c. 150 staff (including trainees) with direct line management of a number of Consultants in Public Health and Heads of Service and will be responsible for the appraisal and recruitment (when required) of those postholders. They will also participate in disciplinary and grievance procedures when escalated through the council's policies for these.
- Manage budgets of c. £53m
- Be expected to take part in on call arrangements for communicable disease control/health protection as appropriate depending on local arrangements
- Ensure appropriate management and support for Specialty Registrars (in Public Health)

PUBLIC HEALTH SENIOR MANAGEMENT STRUCTURE



The terms and conditions for the post are described in Appendix 3: A guide to your employee benefits

Professional responsibilities will be reflected in the job plan. The Director of Public Health will be expected to:

- Participate in the organisation's staff and professional appraisal scheme and ensure participation of all staff members.
- Ensure quality improvement (and clinical governance) programmes are an integral component of the public health approach in the Council.
- Contribute actively to the training programme for Foundation Year Doctors/Specialty Registrars in Public Health as appropriate, and to the training of practitioners and primary care professionals within the locality.
- Pursue a programme of CPD, in accordance with Faculty of Public Health requirements, or other recognised body, and undertake revalidation or other measures required to remain on the GMC/GDC Specialist Register with a license to practice or the UK Public Health (Specialist) Register or other specialist register as appropriate.
- Practise in accordance with all relevant sections of the General Medical Council's Good Medical Practice (if medically qualified).
- Agree any external professional roles (Educational Supervisor, Appraiser, etc.) and the time required to deliver those roles with the Council.

THE FORMALITIES OF BECOMING OUR DIRECTOR OF PUBLIC HEALTH

Employment checks

The appointment to this post is subject to the completion of satisfactory employment checks, which includes a criminal record check

Diversity and Inclusion

Hertfordshire County Council is committed to making inclusion part of our DNA, both as a large employer of people and as a provider and commissioner of services. We strive to positively promote diversity and inclusion across the delivery of services and within our workforce. We want everyone at work, regardless of their background, identity or circumstances to have a sense of belonging to the organisation. We want all employees to feel valued, accepted and supported to succeed at work and reach their full potential.

Health and Safety

It will be the duty of every employee while at work to take reasonable care for the Health and safety of themselves and of other persons who may be affected by their acts or omissions at work.

English Language Requirements for Public Sector Workers

Public Authorities must ensure that all members of staff in customer facing roles, whatever their nationality or origins, are able to communicate the English language fluently with the general public, verbally and in written format (access needs will be met for those with a disability).

Probationary Period

Probationary Period

A six month probationary period applies to all employees, regardless of previous local government service; however a probationary period does not apply to existing HCC employees changing roles. Employment may be terminated at any stage during the probation period in the event of unsatisfactory performance.

APPLICATION PROCESS

Director of Public Health £110k - £128k (level 18)

For a confidential and informal discussion about this opportunity please contact Luke Judd on 07435 270 659 or Sunita Patel on 07561 708 023.

Application closing date: 3 November 2023

Staff and Stakeholder panels: November – Stevenage

Final Member Panel Interviews: November – Stevenage



APPENDIX 1: FACULTY OF PUBLIC HEALTH: COMPETENCIES EXPECTED OF ALL PUBLIC HEALTH CONSULTANTS / SPECIALISTS

(BASED ON THE 2022 PH SPECIALTY TRAINING CURRICULUM)

All consultants irrespective of their background are expected to be proficient in the competencies set out below.

- **Use of public health intelligence to survey and assess a population's health and wellbeing**
To be able to synthesise data from multiple sources on the surveillance or assessment of a population's health and wellbeing and on the wider environment, so that the evidence 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 and 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 Communication**
To influence and act on the broad determinants, behaviours and environmental factors influencing health at a system, community and individual level to improve and promote the health of current and future generations. To be proactive in addressing health inequalities and prioritising the most vulnerable or disadvantaged groups in the population.
- **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. To understand how those risks associated with hazards relevant to health protection may be influenced by climate change and environmental degradation currently and in the future.
- **Health and Care Public Health**
To be able to improve the efficiency, effectiveness, safety, reliability, responsiveness, sustainability 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 these 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 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.

The DPH as a public health leader is expected to have both the technical expertise as well as the ability to use those techniques to both, lead and support the development of complex solutions to improve the health and wellbeing of local communities. In addition, they are expected to have skills and the attitudes to be able to present the results of applying their technical expertise so that they are understandable and stimulate actions by a range of individuals and organisations.

APPENDIX 2: PERSON SPECIFICATION (DIRECTOR OF PUBLIC HEALTH, HERTFORDSHIRE COUNTY COUNCIL)

BEHAVIOURS

LEADERSHIP

Establishing and promoting a clear public health vision which is coherent with the business strategy and the political vision, consistent with Government policy and takes account of social and economic trends. This is about role modelling through their own actions the types of behaviours expected of others in creating a high performing public health culture.

- Developing an effective PH team with appropriate skill mix to enable the Authority to deliver its full range of PH responsibilities
- Developing effective relationships with elected members to ensure a coherent PH vision and operational plan
- Work with fellow directors to enable/ensure public health perspective/principles underpin all aspects of LA delivery
- Work with communities and media to ensure needs of local communities are made explicit and addressed by the Health & Wellbeing Board (H&WB)
- Deliver the independent report of the DPH in such a way as to compel all members of the H&WB to take action

COMMUNITY AND POPULATION FOCUS

It means working together to a common agenda and objectives with a shared purpose and common values, always looking for ways to improve access to services by communities and individuals. This is seen by:

- Actively seeking to understand the communities that are served and promoting and demonstrating an active commitment to meet their needs
- Setting new standards for innovation in commissioning and delivery of services that anticipate and exceed expectations
- Engaging with a wide range of stakeholders and partners to gather and evaluate information and make collaborative judgements and decisions
- Making timely and where needed, difficult decisions for the benefit of the people of Hertfordshire.

RESULTS FOCUS

Co-development of a model of health with local stakeholders (including local communities) and the metrics to support; taking account of Public Health Outcomes Framework, the NHS Outcomes Framework and the Social Care Outcomes Framework.

This is seen by:

- Acknowledging and working with ambiguity and complexity, making significant decisions where no precedents exist
- Ensuring a best practice performance culture is developed and sustained
- Setting, communicating and monitoring stretching organisational objectives and objectives
- Pro-actively identifying corporate, directorate and service risks, and ensuring action is taken to mitigate them
- Formulating risk management plans and creating a positive health and safety culture

IMPROVEMENT AND CHANGE

Developing and sustaining a culture of innovation and creativity underpinned by evaluation, where employees are engaged and have the desire to do things better, more efficiently and effectively to improve performance. This is seen by:

- Taking risks and moving into uncharted territory while taking accountability for results and failures
- Welcoming the inevitable mistakes as part of the creative process
- Suggesting the improbable to stimulate alternate ways of thinking
- Focusing team performance on the achievement of outcomes that will maximise the resources available
- Finding new ways of securing or deploying significant amounts of financial resource to meet new objectives
- Advocating and role modelling the use of evaluation techniques to support innovation

PEOPLE DEVELOPMENT

Knowing and managing the strategic talent requirements for the organisation. Promoting and encouraging a culture where people focus on developing themselves and others to deliver improvement while developing careers. This is seen by:

- Holding direct reports accountable for people development generally and specifically for releasing high performers for personal development
- Articulating the many long-term benefits of talent management and developing the talent pools required for succession
- Ensuring comprehensive workforce plans are in place

FUNCTIONAL COMPETENCIES

- 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 personnel management. Carries out effective performance management of staff and demonstrates understanding of policies related to pay, capability, disciplinary matters and grievances. Plans department activities and use of staff resources effectively. Participates in workforce planning and training needs assessments
- Demonstrates knowledge of project management tools and techniques. Sufficient skill to develop and implement large scale projects, utilising and leading multi-skilled project teams.

QUALIFICATIONS

[The National Health Service \(Appointment of Consultants\) Regulations 1996 \(legislation.gov.uk\)](#)

- In line with legislation, inclusion in the GMC Full and Specialist Register with a license to practice/GDC Specialist List or inclusion in the UK Public Health Register (UKPHR) for Public Health Specialists at the point of application
- 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
- Public health **specialty registrar applicants** who are not yet on the GMC Specialist Register, GDC Specialist List in dental public health or UKPHR **must provide verifiable signed documentary evidence that they are within 6 months** of gaining entry to a register at the date of interview.
- 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
- MFPH by examination, by exemption or by assessment, or equivalent
- Must meet minimum CPD requirements (i.e. be up to date) in accordance with the Faculty of Public Health requirements or other recognised body

KNOWLEDGE, EXPERIENCE AND SKILLS

- Understanding of NHS and local government cultures, structures and policies
- Understanding of social and political environment
- Excellent oral and written communication skills (including dealing with the media) including to present to mixed audiences and the media
- Practical experience in facilitating change
- Budget management skills
- Understanding of the public sector duty and the inequality duty and their application to public health practice
- The normal duties of the role may involve travel on a regular or occasional basis. It is a condition of employment that the role holder can exercise satisfactory travel mobility in order to fulfil the obligations of the role. For those journeys where an alternative form of transport is unavailable or impracticable the role holder will be required to provide a suitable vehicle
- This position is subject to a criminal records disclosure check
- This is a politically restrictive position



APPENDIX 3: A GUIDE TO YOUR EMPLOYEE BENEFITS

LOOKING AFTER YOUR HEALTH AND WELLBEING:

- 33 days annual leave per annum
- Hybrid working
- Employee assistance programme – including specialist health and wellbeing support, including free and accessible counselling sessions
- Paid sick leave above the statutory minimum requirement
- Discounts on gym membership
- Subsidised canteen at all main sites

LOOKING AFTER YOUR FUTURE:

- Pension scheme with a main section scheme of 10.5 to 11.4% and 50/50 scheme of 5.25% to 5.7% contribution from your employer
- Three years life assurance cover as a pension member

LOOKING AFTER YOUR NEAREST AND DEAREST:

- Carer's leave
- Family leave, including maternity leave, adoption leave, paternity leave
- A belief that if we support and understand your caring commitments and priorities, we'll get the best out of you as an employee
- Staff network groups to discuss and educate each other and make diversity and inclusion part of our DNA

MAKING YOUR MONEY GO A LITTLE BIT FURTHER:

- Discounts on entertainment and high street retailers via our employee benefits scheme
- Salary finance scheme providing financial wellbeing support

GROWTH MINDSET – DEVELOPING YOURSELF AND OTHERS:

- All colleagues are expected to adopt a growth mindset and continuous professional development. Examples of what this growth mindset might include are being a Trustee or a magistrate and, at the centre of this, you taking ownership of your development. To help you with this we offer study time, coaching, mentoring and regular 121s with your manager.

HOW WE GET WORK DONE:

- Our ways of working approach empowers you to decide how and where you work in the context that as a Director you will use your judgement to make this work. The role is full time and does require occasional out of hours working, but such commitments, save for an emergency, are known in advance so you can plan your role around your life outside of work.

GETTING TO AND FROM WORK:

- Interest free season ticket loan available
- Free car parking at our main sites
- Cycle to work scheme
- Green car scheme
- Car share scheme