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ASSOCIATES

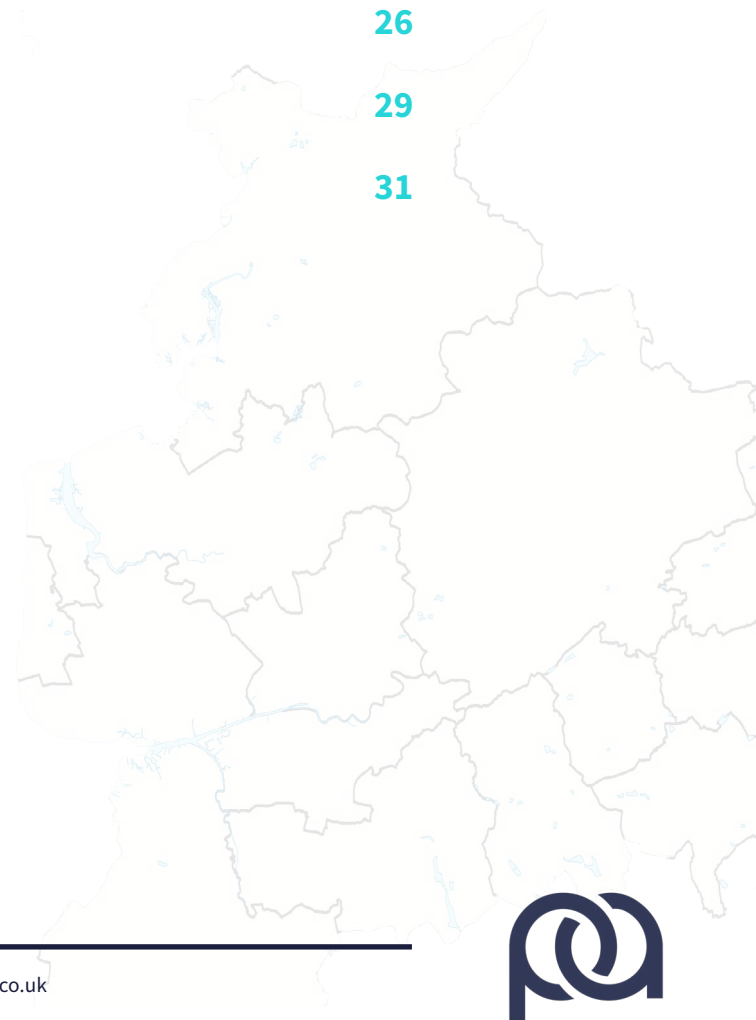


Consultant in Public Health

September 2024

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Letter from Director of Public Health, Well-being and Communities, Lancashire County Council

Dear Applicant,

Thank you for your interest in joining Lancashire County Council as Consultant in Public Health.

Lancashire is a great place to work – we work collaboratively together and with our partners towards our vision. Our vision is to make Lancashire the best place to live, work, visit and prosper. It's not just words, but we strive to work as 'one team' with everyone taking personal responsibility to deliver their best every day.

We are looking for an innovative and visionary registered Consultant in Public Health who will work collaboratively with colleagues across our organisation and the wider system to achieve our ambitions. We are looking for a candidate who in addition to proficient technical capability is a proven system leader, committed to tackling health inequalities and to leading a successful programme of public health responsibility within Local Government and the NHS.

If you would like to meet before applying, get in touch for an informal conversation.

Best wishes and good luck with your application.



Dr Sakthi Karunanithi
Director
Public Health,
Well-being and Communities

More about the role

Employing organisation	Lancashire County Council
Title	Consultant in Public Health / Consultant in Public Health Medicine (Maternal, Children, Young People and Families Health & Wellbeing) (Full Time/Part-Time/Job-Share)
Accountable to	The post holder will be accountable professionally and managerially to the Director of Public Health, Wellbeing & Communities
Grade	Local Authority Scale D1 - (£92,011 - £100,801)
Strategically responsible for	Responsible for improving system wide population health outcomes and transforming services by acting as a systems leader to secure significant improvements in health within the County of Lancashire and act as a key resource and partner in protecting and improving the health and wellbeing of children, young people, and families.
Managerially responsibility	Responsible for a budget of externally commissioned public health services and line management of a dedicated number of staff aligned to this portfolio.



...and what we are looking for

Ambition and passion

You will be ambitious for the diverse communities that we serve and how we can maximise all the opportunities available to us to make a tangible difference to people's lives. You will be passionate about change, development, and the efficient utilisation of our resources, plus the creation of others, and about challenge, whether that's policy, process or practice, anywhere that improvements can be made and have a significant impact. You will be leading your areas, inspiring your teams and developing innovative, and affordable, models of delivery.

Values-driven

Supportive, innovative, respectful & collaborative – our values are embedded into the way we interact with our peers, partners, and communities we serve. Just as importantly, they're key to our behaviours and essential to this role. We want people who live and breathe the values, really understand and make them live in their daily lives both personally and professionally, people who appreciate the transformational difference they can bring to how we operate.

Inspirational leadership

You will have both a professional and politically sensitive leadership approach with the ability to communicate confidently with all levels in the organisation whether that's building strong, impactful relationships with councillors and colleagues or influencing wider partners. You will support a talented and dedicated team, inspiring them and other colleagues to model your behaviours and standards and will champion their ongoing development. A key driver for success in this role will be your passion for people, both those you work with and the individuals we support.

Collaboration and communication

You will be a team player, passionate about working collaboratively across the whole organisation to deliver our objectives and adept at understanding the relationship between strategic engagement, goals and objectives, realising that we can't deliver our ambitions for Lancashire in isolation. We expect you to bring excellent communication and influencing skills, that secure a level of confidence that specialist, tacit knowledge provides and the ability to share information across all levels, tailoring your communication as required.

Job description - Consultant in Public Health (£92,011 - £100,801 PA)

Appointment

This is a full-time post for a Consultant in Public Health/Consultant in Public Health Medicine employed by Lancashire County Council based at County Hall, Fishergate, Preston, Lancashire, PR1 8XJ. The postholder is a GMC/UKPHR registered public health professional improving the health and wellbeing of population served by the County Council. The Job Description and Person Specification are set out in accordance with the requirements of the Faculty of Public Health.

1. Job Summary

The post holder will achieve improvements in health by applying the highest level of expert skill in the assessment of need, in setting out existing and innovative methods and approaches that focus on public protection, act as the Lancashire CC lead on the children and young people's health portfolio and wellbeing ensuring ownership across public, private and community/voluntary sector organisations and communities.

The post holder will be responsible for instigating developing and delivering demonstrable improvement in population health outcomes which may include a range of challenges in relation to health and wellbeing population outcomes improvement. The post holder will be a key resource for integrated health, social care and prevention services commissioning and play a lead role in the development and leadership of integrated care system.

2. Key Accountabilities

2.1 The post holder will be accountable for:

- a. On behalf of the local authority, the postholder working with the DPH and other consultant colleagues will lead on improving the health and wellbeing of the residents which is underpinned by the statutory duty placed on local government to take such steps as it considers appropriate to improve health of its residents.
- b. The postholder will take responsibility for key strategic objectives of the local authority and the Health & Wellbeing Board and act as a change agent to enable delivery of relevant outcome indicators from the public health, NHS and social care outcome frameworks.
- c. The postholder will be expected to work across organisations, be able to influence budgets held by those organisations as well as advocate for change effectively. They will hold direct managerial responsibility for services and budgets which directly contribute to these objectives, but they will usually also have substantially greater strategic system leadership responsibilities across the council and other agencies.

2.2 The post holder's strategic objectives will include a range of responsibilities including:

- a. To be the lead for children and young people's portfolio across Council directorates as well as influencing and advising partnership boards such as the Lancashire Children Safeguarding Board, Lancashire Children & Young People Trust, Health and Wellbeing Board, ICB, ICPs (influencing health, care, social and wider health determinant programmes and investments) to maximise health and wellbeing improvement opportunities and the reduction of inequalities in health outcomes amongst Lancashire residents. This will include using the Outcome Frameworks as well as exploring other relevant routinely collected data systems for suitable indicators. It will also involve influencing private sector, voluntary sector and community sector organisations that can impact on health and influencing the attitudes and behaviour both of professionals and of the population generally.

- b. To lead on improving health and social outcomes for key population groups and service areas such as; early years, children and young people, learning disabilities, children's safeguarding, fostering and adoption, CAMHS, Special Educational Needs.
- c. Strengthen and enhance front line practitioner capacity to deliver improved children's outcomes, increased opportunity and life chances.
- d. Work across the entire Council, NHS bodies and other partner agencies including involving and influencing private, voluntary and community sector organisations.
- e. To be a system leader and an agent of change in the Lancashire and South Cumbria Integrated Care System.
- f. On behalf of the council, to take responsibility for ensuring delivery of the public health mandated and non-mandated services such that the full range of benefits are delivered to residents of Lancashire County Council. These services include the healthy child programme 0-19 (health visiting and school nursing) service. This will include taking responsibility for the relevant outcome indicators within the UKHSA, OHID, NHS (and Social Care) Outcome frameworks, local performance plans and working across organisational boundaries.

2.3 In delivering the strategic objectives the postholder will be expected to demonstrate expertise in the full range of relevant competencies as set out by the Faculty of Public Health. This includes evaluation techniques, policy analysis and translation and ability to communicate effectively with a range of stakeholders including politicians. In addition to any direct responsibility for managing staff or budgets, he/she will be responsible for change and improvement in the agreed areas of work and for supporting the delivery of the statutory duty of the Council to take the steps it considers necessary to improve the health of its communities.

3. The Employing Organisation And Other Organisations Within The Scope Of The Work

Employment will be via Lancashire County Council. The post will have close links with a wide range of other local organisations in particular:

- Lancashire & South Cumbria Integrated Care Board
- Lancashire & South Cumbria Integrated Care Partnership
- 5 NHS Trusts
- 12 district councils
- 28 Primary Care Networks
- Children and Young People & Families Partnership Board
- Children's Services including local statutory organisations and voluntary sector organisations
- Child Death Overview Panel and safeguarding Boards

4. Public Health Arrangements

4.1 Lancashire Public Health Structures – see Annexe 1 (Maternal, children and family health and wellbeing CPH).

The Public Health grant allocation is £74.572M (2023/24).

4.2 Resources

The postholder working with the DPH will be expected to make best use of both public health department resources as well as influence the resources in the Council as a whole. They will be responsible for managing ring fenced public health grant in improving children's public health outcomes.

4.3 Training and CPD arrangements

Lancashire Public Health is an approved training location for the training of public health specialists (Foundation Programme, SHOs, Specialty Registrars in Public Health) and currently hosts two SpRs. It is expected that the postholder will be encouraged to participate in developing the training location and act as an educational supervisor.

5. Strategic Responsibility and Key Tasks

- a. Take responsibility for a range of public health issues and work across organisational and professional boundaries acting as a change agent managing complexity to deliver improvements in health and wellbeing.
- b. Provide briefings on the health and wellbeing needs of local communities to Councillors, Council Officers, NHS Integrated Care Board, the 3rd sector, the public and partners. Where required to so, the post holder will provide verbal briefing to Councillors, other colleagues and stakeholders in person which maybe at short notice.
- c. Take responsibility for development, implementation and delivery of policies. This may include taking the lead in developing detailed inter-agency and interdisciplinary strategic plans and programmes based on needs assessments which may lead to service specifications. The post holder will be expected to contribute appropriately to the procurement process.
- d. Provide expert public health support and whole system leadership to ensure an evidence-based approach for commissioning and developing high quality equitable services, within and across a range of organisations including voluntary, public and private sector. This includes the health service component of the mandated core service. This will include expertise in evaluation and development of appropriate KPIs.
- e. Utilise (and if appropriate developing) information and intelligence systems to underpin public health action across disciplines and organisations. This may include providing leadership for collation and interpretation of relevant data including production of the JSNA. Working with the DPH, this will include the integration of the appropriate elements of the public health, NHS and social care outcomes frameworks within the systems developed by the local authority as well as with relevant partner organisations.
- f. Support the DPH in the development and implementation of robust strategies for improving the health and wellbeing of local communities including ensuring qualitative and/or quantitative measurements are in place to demonstrate improvements. This may include taking responsibility for the judicious use of the ring-fenced public health grant and/or working with NHS Integrated Care Board, Trusts, the contractor professions and UK Health Security Agency.



- g. Provide the key local authority link to the research community, providing advice/ support to colleagues and coordinating appropriate access to scientific information. The post holder will be expected to take part in relevant research networks and to influence research programmes of such networks so that the research needs of the local authority are taken into account.
- h. Taking responsibility for the training obligations of the directorate, including becoming a Faculty of Public Health approved Educational Supervisor and promoting Lancashire County Council as a high-quality training placement in order to attract additional resources to the Council (at no cost) in the form of placements for Specialty Registrars on the North West Deanery Public Health training Programme for Consultants in Public Health. These duties will be agreed jointly with the relevant Head of the School of Public Health.
- i. Lead and undertake health needs and assets focused population assessments and policy/evidence briefs as required to enable actions to be taken to improve the health of the local population.
- j. Develop and implement prioritisation techniques and economic evaluation methods and manage their application to policies and services to help resolve issues such as the investment disinvestment debate.
- k. Effectively communicate complex concepts, science and data and their implications for local communities, to a range of stakeholders with very different backgrounds.
- l. Understand evaluation frameworks and apply those frameworks to the benefit of local communities.
- m. Apply the scientific body of knowledge on public health to the polices and services necessary to improve health to formulate clear practical evidence-based recommendations.
- n. Understand human and organisational Behaviour and apply this knowledge to the achievement of change.
- o. Inspire commitment to public health outcomes and to prevention as a core feature of public sector reform.



6. Management Arrangements And Responsibilities

6.1 The post will report and be accountable to the Director of Public Health, Wellbeing and Communities in Lancashire.

6.2 There will be arrangements for a professional appraisal to be undertaken each year. An initial job plan will be agreed with the successful candidate upon that individual taking up the post. This job plan will be reviewed as part of the annual job planning process.

6.3 Will be responsible for the day-to-day management of staff in the core public health team with some matrix working with staff in other parts of the Council and NHS Integrated Care Board. Line management duties will include recruitment, appraisals, disciplinary and grievance responsibilities.

6.4 Will be expected to manage budgets covering areas of responsibility.

6.5 Will be expected to take part in on call arrangements for communicable disease control/ health protection as appropriate depending on local arrangements.

6.6 Will be expected to deputise for the Director of Public Health, Wellbeing and Communities as required.

6.7 Will provide educational supervision and training of Public Health Specialty Registrars and Foundation Year Public Health Trainees.

7. Professional Obligations

These include:

- 7.1** Participate in the organisation's staff appraisal scheme and quality improvement programme and ensure appraisal and development of any staff for which s/he is responsible.
- 7.2** Contribute actively to the training programme for Foundation Year Doctors/ Specialty Registrars in Public Health and LAs management trainees as appropriate, and to the training of practitioners and primary care professionals within the locality.
- 7.3** Undertake an 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/GDC Specialist Register or the UK Public Health (Specialist) Register or other specialist register as appropriate. In agreement with the DPH, contribute to the wider the public health professional system by becoming an appraiser for a specified period of time.
- 7.4** In agreement with the DPH contribute as an appraiser to the professional appraisal system.
- 7.5** 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.
- 7.6** Contribute to medical professional leadership within the health system (where appropriate).
- 7.7** It is a duty of a health professional to foster scientific integrity, freedom of scientific publications, and freedom of debate on health matters, and public health professionals have a further responsibility to promote good governance and open government.
- 7.8** Public health practice must be carried out within the ethical framework of the health professions.

7.9 The postholder will be expected to maintain effective, courageous, and responsible public health advocacy.

These professional obligations should be reflected in the job plan. The post-holder may also have external professional responsibilities, e.g. in respect of training or work for the Faculty of Public Health. Time allocation for these additional responsibilities will need to be agreed with the line manager.

8. Core Competency Areas

8.1 Surveillance and assessment of the local population's health and well-being across Lancashire:

To design, develop and utilise information and intelligence systems to underpin public health improvement and action across disciplines and organisations.

- To receive, interpret, provide and advise on highly complex epidemiological and statistical information about the health of populations to the NHS, Local Authority and community/voluntary organisations.
- To write and/or contribute to national and local policy setting reports on the health of the population of Lancashire, including the JSNA and the Director of Public Health's Annual Report.

8.2 Assessing the evidence of effectiveness of health and healthcare interventions, programmes and services:

8.3 To provide expert public health advice and leadership to support and inform an evidence-based approach within ethical frameworks for commissioning and to develop high quality equitable services, across primary, secondary and social care, and across sectors including the Council, community/voluntary organisations in potentially contentious and hostile environments where barriers to acceptance may exist.

8.4 To be responsible for service development, evaluation and quality assurance governance in specific areas and in line with changing needs and changing geographical boundaries.

- To be responsible for the identification and implementation of appropriate health outcome measures, care pathways/protocols and guidelines for service delivery across patient pathways for the local population.

8.5 Policy and strategy development and implementation:

- To take a lead role on behalf of Lancashire County Council on the communication, dissemination and implementation of relevant national, regional and local policies, developing inter-agency and interdisciplinary strategic plans and programmes, with delegated Board or organisational authority to deliver key public health targets.
- To act in an expert advisory capacity on public health knowledge, standards and practice, across the spectrum of public health.
- To be responsible for the development and implementation of multi-agency long-term public health programmes as required, based on identification of areas of potential health improvement, the diversity of local needs and the reduction of inequalities.

8.6 Leadership and collaborative working for health:

- To take a lead role on behalf of Lancashire County Council in developing interagency and interdisciplinary short and long-term strategic plans for securing health improvement both in the general population and in vulnerable groups at high risk of poor health and/or reduced life expectancy, in partnership with a range of agencies such as those in the statutory, non-statutory, voluntary and private sectors and by taking lead responsibility with a defined local authority. This requires the ability to work cross-directorate and across other agencies and voluntary organisations.
- To influence external agencies in their public health policy decisions by working with complex professional, managerial and population groups and other organisations in the statutory, non-statutory and private sectors.
- Collaborate with colleagues in the other Authorities, where appropriate to commission and deliver programmes of work that provides significant benefits for the local population of Lancashire through measurable economies of scale.

8.7 Management skills of a level sufficient to provide effective leadership and management of the public health team. Ensuring effective supervision, appraisal, personal development and alignment to council HR policies, processes and financial plans.

8.8 Financial planning and performance management skills compliant with the council's mid-term financial plan and other business planning processes.

8.9 Demonstrate the ability to communicate with and brief a diverse range of elected Members on public health issues.

8.10 Provide effective communications through presentations, written and verbal reports on the council's strategic plans, delivery models and outcomes to Overview & Scrutiny panel, Cabinet, Health and Wellbeing Board as required.

Personal Qualities

The post-holder will deal with complex public health and wellbeing challenges in a multi-organisational environment with widely differing governance and finance system and organizational cultures. It is expected that the post-holder will be able to cope with such circumstances as well as multiple and changing demands, and to meet tight deadlines.

A high level of intellectual rigour, political awareness and negotiation and motivation skills as well as flexibility and sensitivity are required. The post holder will advise the health and wellbeing board and make recommendations regarding services, residents' care and wider determinants of health and therefore a high level of tact, diplomacy and leadership is required including the ability work within the local political and at the same time maintain the ability to challenge and advocate for effective working and on specific issues in order to achieve public health outcomes.

The achievement of public health outcomes and the successful pursuit of change are the purpose of the job and the metric against which performance will be assessed.

9. General Conditions

9.1 Commitment to equality and diversity

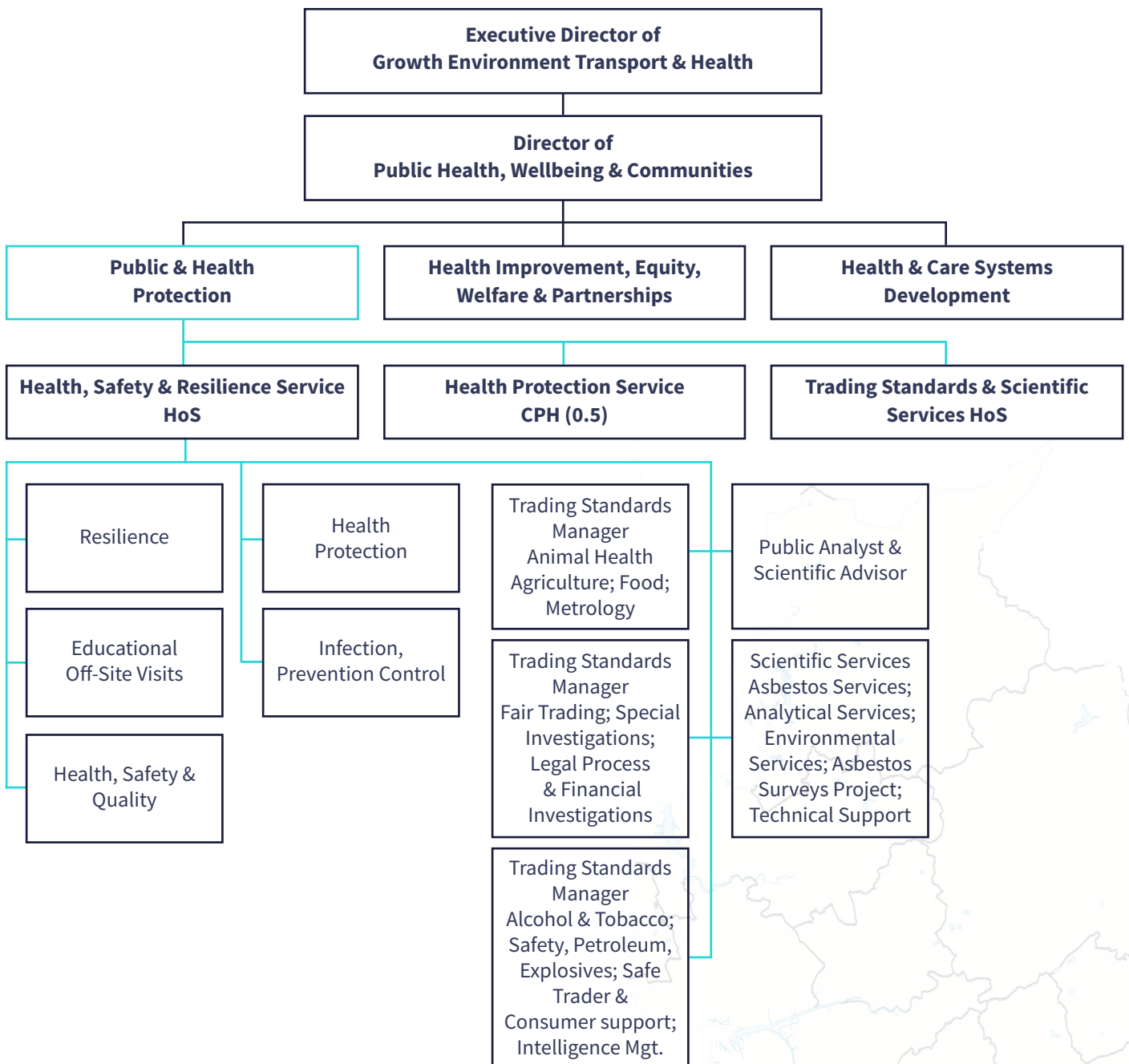
- Lancashire County Council is committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work.

9.2 Commitment to health and safety

- All employees have a responsibility for their own health and safety and that of others when carrying out their duties and must help us to apply our general statement of health and safety policy.

9.3 Display the Lancashire County Council values and behaviours at all times and actively promote them in others.

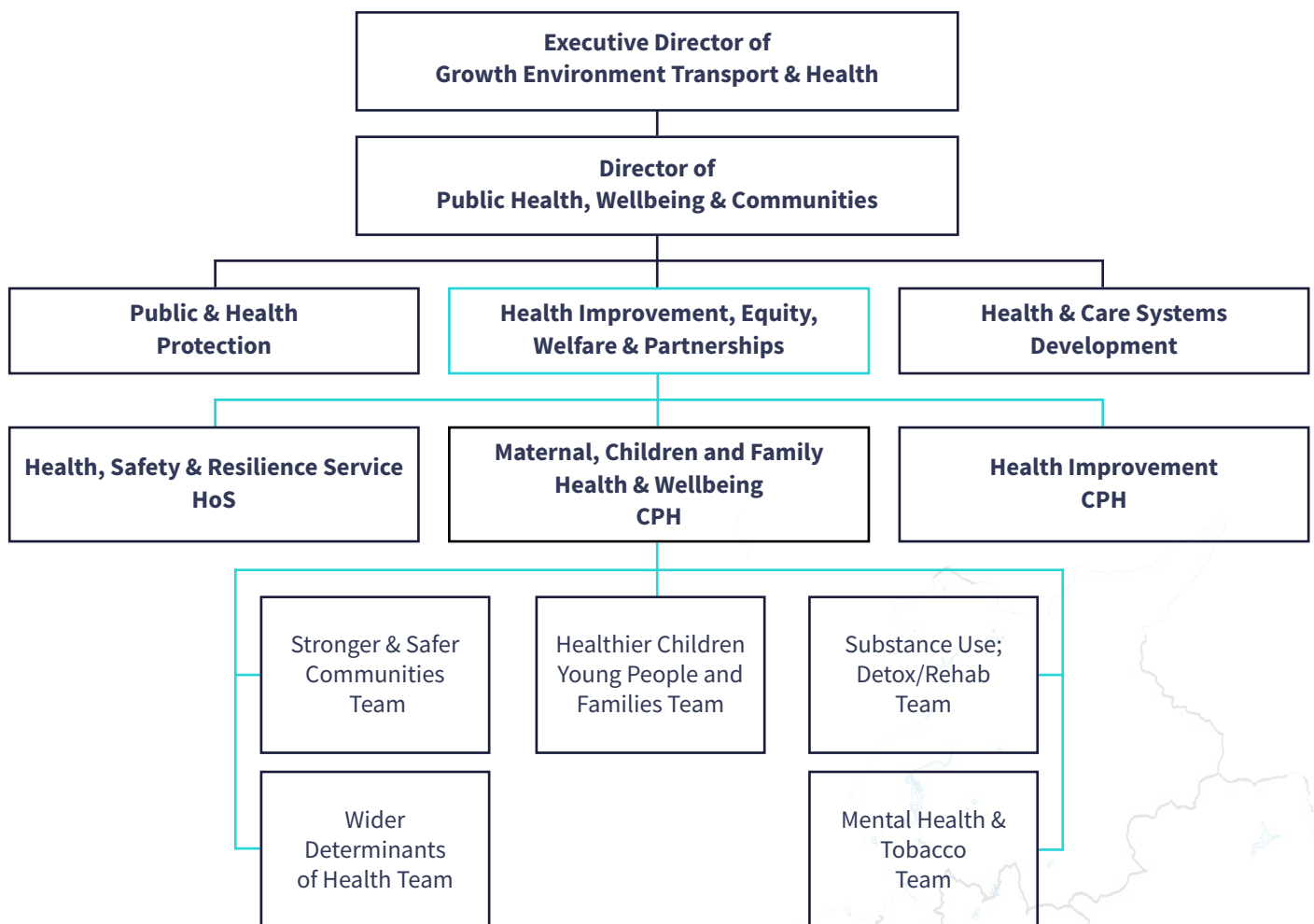
Team Structure



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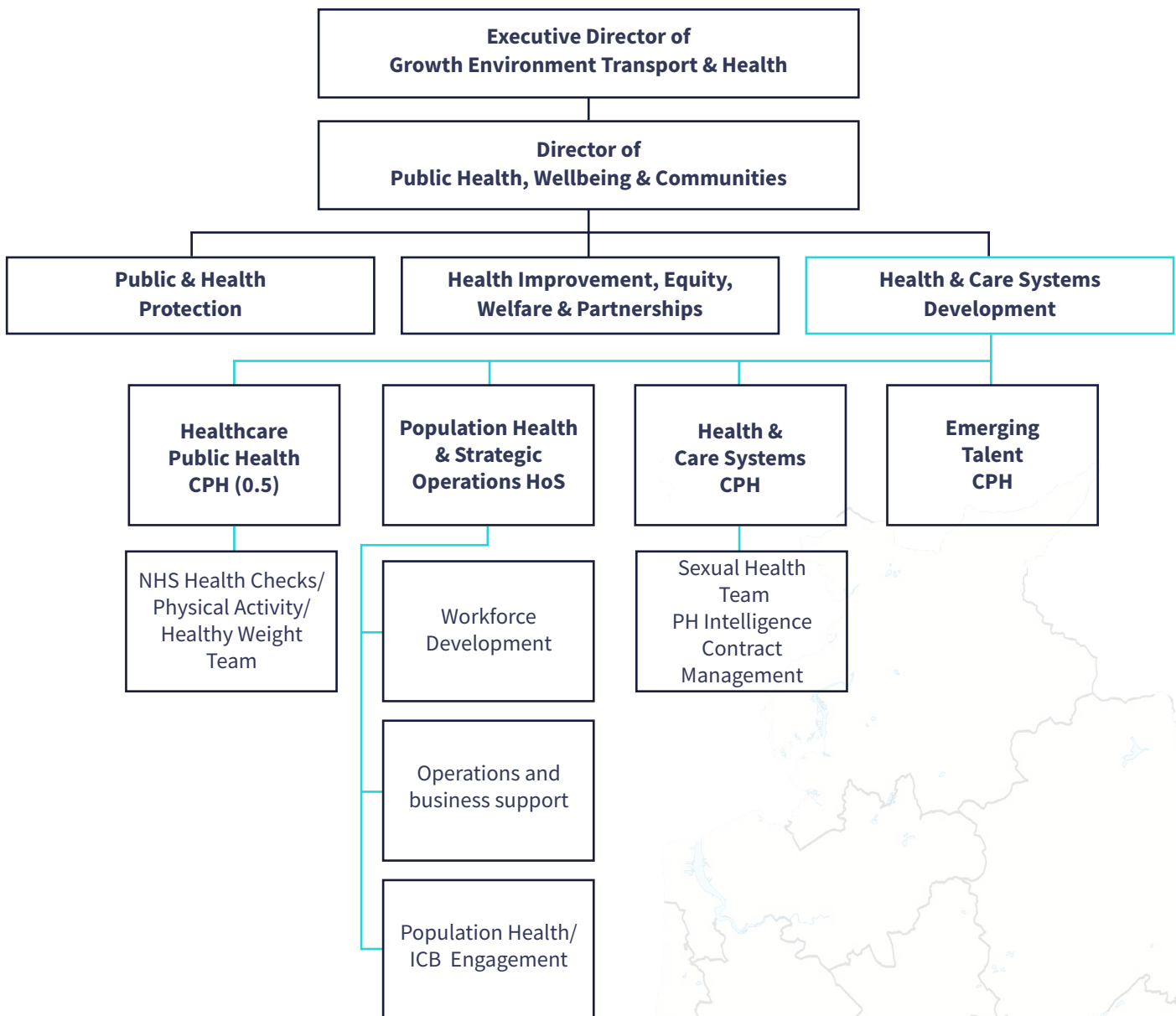
Team Structure



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Team Structure





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ASSOCIATES



Appendix 1:

FACULTY OF PUBLIC HEALTH COMPETENCIES

(Based on the 2022 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 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 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, 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 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.



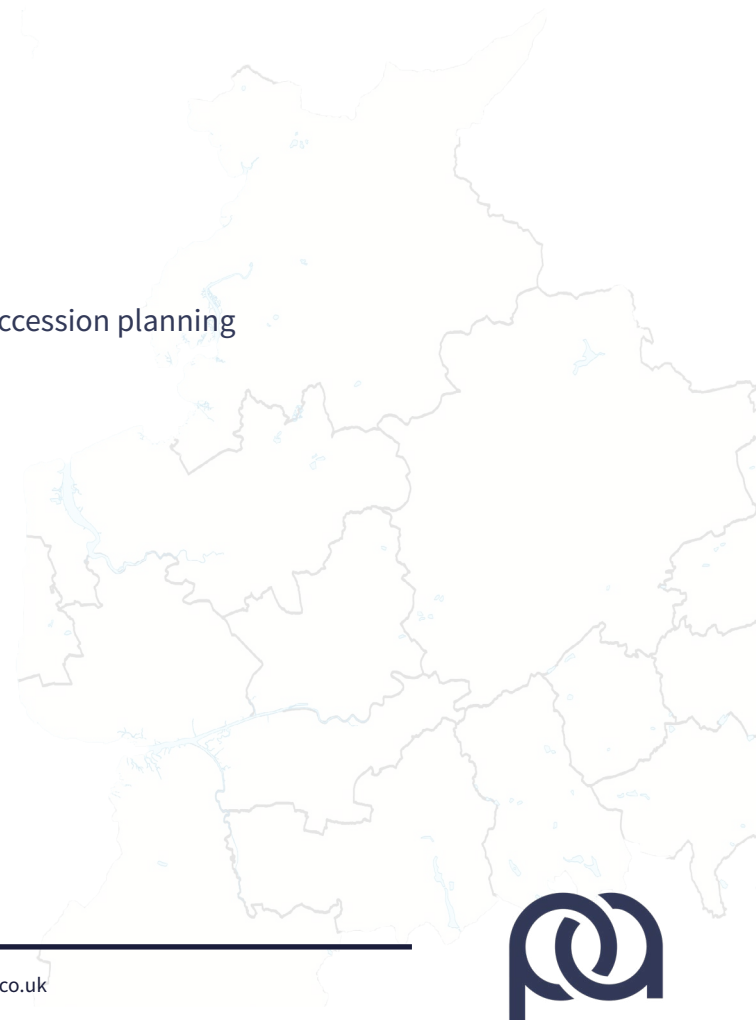
Leading Lancashire - Leadership Responsibilities And Expectations

Responsibilities Level 1 & 2

Navigating Lancashire County Council's leadership landscape involves three focal areas of responsibility: Leading Self, Leading Others, and Leading Lancashire County Council. These responsibilities serve as a guideline for cultivating personal growth, developing effective teamwork, and achieving impactful outcomes. It's important to note that these are Lancashire County Council's generic Level 1 & 2 leadership responsibilities, and role-specific duties are not included.

LEADING LCC

- Develop and implement long-term strategic plans
- Ensure governance and compliance
- Maintain organisational effectiveness
- Deliver financial efficiencies
- Manage and develop strategic relationships
- Promote transparency and accountability
- Advocate for public interest
- Lead change and drive innovation
- Risk management, including contingency and succession planning
- Engage in public relations



LEADING SELF

- Know your role and demonstrate accountability
- Recognise your presence and impact, ensuring you're aligned with the Leading Lancashire framework
- Treat others with fairness and respect
- Continuously develop professional and leadership skills
- Build a strong professional network
- Balance your priorities for the good of your health and wellbeing

LEADING OTHERS

- Provide a healthy and safe workplace
- Value individual and team contribution
- Demonstrate genuine care and interest in our people
- Develop a culture of continuous improvement
- Enhance collaborative practices
- Resource appropriately and efficiently
- Clarify roles and expectations
- Champion diversity, equity, equality and inclusion
- Maintain strong relationships and enhance collaborative practices
- Manage performance and behavioural issues



Person Specification

PERSON SPECIFICATION: CONSULTANT IN PUBLIC HEALTH /CONSULTANT IN PUBLIC HEALTH MEDICINE

IMPORTANT: This person specification contains changes introduced in amendments made to the NHS (Appointment of Consultants) Regulations for England, Scotland, Northern Ireland and Wales which came into force during 2005. Further amended in June 2015, and September 2018

Education/Qualifications	Essential	Desirable
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, UKPHR register or GDC Specialist List in dental public health 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 [see shortlisting notes below for additional guidance]	×	
Applicants must meet minimum CPD requirements (i.e. be up to date) in accordance with Faculty of Public Health requirements or other recognised body	×	
MFPH by examination, by exemption or by assessment, or equivalent	×	
Masters in Public Health or equivalent		×

Personal qualities	Essential	Desirable
Able to influence senior members including directors and CEOs	×	
Able to both lead teams and to able to contribute effectively in teams led by junior colleagues	×	
Commitment to work within a political system irrespective of personal political affiliations	×	

Experience	Essential	Desirable
Delivery of successful change management programmes across organizational boundaries	×	
Able to both lead teams and to able to contribute effectively in teams led by junior colleagues		×
Commitment to work within a political system irrespective of personal political affiliations	×	

Skills	Essential	Desirable
Strategic thinker with proven leadership skills and operational nous	×	
Able to demonstrate and motivate organisations to contribute to improving the public's health and wellbeing through mainstream activities and within resources	×	
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	×	

Knowledge	Essential	Desirable
In depth understanding of the health and care system and the relationships with both local 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 wider determinants of health)	✗	
Understanding of the public sector duty and the inequality duty and their application to public health practice	✗	



Our Vision

Our vision is to make Lancashire the best place to live, work, visit and prosper. It's not just words, but we strive to work as 'one team' with everyone taking personal responsibility to deliver their best every day.

We want Lancashire to be the county people choose to create a home and sense of community, raise their children, develop a career and grow old in. We are committed to developing and celebrating our diverse communities, heritage and landscape to create a strong sense of place that we can all be proud of.

*Lancashire will be the place to **LIVE***

*Lancashire will be the place to **WORK***

*Lancashire will be the place to **PROSPER***

*Lancashire will be the place to **VISIT***

*Lancashire will be the place **WHERE EVERYONE ACTS RESPONSIBLY***

Our Values

Helping you to make Lancashire the best place to live, work, visit and prosper.



Supportive

We are supportive of our customers and colleagues, recognising their contributions and making the best of their strengths to enable our communities to flourish.



Innovative

We deliver the best services we possibly can, always looking for creative ways to do things better, putting the customer at the heart of our thinking, and being ambitious and focused on how we can deliver the best services now and in the future.



Collaborative

We listen to, engage with, learn from and work with colleagues, partners and customers to help achieve the best outcomes for everyone.



Respectful

We treat colleagues, customers and partners with respect, listening to their views, empathising and valuing their diverse needs and perspectives, to be fair, open and honest in all that we do.



How To Apply

Panoramic Associates Ltd is acting as an employment agency to Lancashire County Council on this appointment.

We hope you will consider making an application for this fantastic opportunity. To make an application, you will need the following:

- A CV which is tailored for this role.
- Contact details for two employment referees.

Alternatively, you can submit your CV direct to our consultants



Maisie Hockings

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Rebecca Martin

r.martin@panoramicassociates.co.uk

The closing date for applications is 20th October 2024.

