



Recruitment Pack

9 February 2026

Senior Professional Standards Advisor

Organisation: Chartered Institute of Environmental Health (CIEH)

Reports to: Chief Executive Officer

Location: hybrid/remote. Remote working with attendance at in-person meetings required.

Term: 12 months fixed-term

Fee: £competitive

Time Commitment: Approx. 1 day per week, weekly timings may vary.

Summary

In response to concerns raised by members, CIEH:

1. Is establishing a Qualification & Registration Review Steering Group to conduct an in-depth review of our qualification and registration arrangements.
2. Has established a Professional Titles Working Group to explore issues relating to professional identity.

The Senior Professional Standards Advisor will Chair both of these groups and lead on their workstreams, reporting on their outcomes to our Environmental Health Services Committee. The advisor will report to CIEH's Chief Executive Officer.

The role would be suitable for senior and experienced academics or established environmental health/public health practitioners with in-depth knowledge of the professional qualification and

registration landscape, and who is seasoned in overseeing large complex projects with many different stakeholders.

Qualification & Registration Review Steering Group

CIEH is addressing, through this Steering Group, concerns raised in the 2023 AGM motion about the robustness, consistency, and credibility of qualification and registration arrangements for Environmental Health Practitioners. This work will ensure an evidence-based review of current systems, explore alternative registration models, and consider alignment between qualification routes, while maintaining transparency and stakeholder engagement. The aim is to strengthen professional standards, reassure members and employers, and position CIEH as responsive and accountable to evolving sector needs.

Professional Title Review

CIEH is undertaking this work on professional titles to address longstanding ambiguity and member preferences regarding the use of “Environmental Health Officer” (EHO) and “Environmental Health Practitioner” (EHP), ensure clarity and consistency in its communications and governance, and respond to AGM motions seeking formal recognition and definition of these titles. The aim is to consult widely with members, consider use of other titles such as public protection officer and their impact on this work, consider legal and sector implications, and potentially update the Byelaws to reflect the preferred terminology, thereby strengthening professional identity, safeguarding standards, and supporting the organisation’s strategic objectives. CIEH is undertaking this work through a professional titles working group.

Role Purpose

To provide strategic leadership as Chair of both the Qualification & Registration Review Steering Group and the Professional Titles Working Group and to work with the with the Chief Executive Officer and Executive Director of Professional Standards to ensure that the workstreams receive suitable support from CIEH staff.

The Senior Professional Standards Advisor will ensure that both groups deliver their respective programmes of work to the highest standards, in line with CIEH’s strategic objectives, policies, and values.

The Senior Professional Standards Advisor will facilitate robust, evidence-based decision-making, foster collaboration, and ensure that outputs are transparent, inclusive, and aligned with the needs of members and stakeholders.

Scope of the reviews

Qualification & Registration Review Steering Group

1. Formalise a review of the qualification and the process of assessment — including systems of formal independent registration
2. Address the “Framework vs Curriculum” concern
3. Examine consistency between the two qualification routes (apprenticeships vs taught courses)
4. Explore and develop a pathway for co-registration with UKPHR, aligned to evolving UKPHR practitioner competencies and the Faculty of Public Health curriculum.
5. Review CIEH’s governance arrangements for professional qualifications and assessments.

(More information is available in the attached “Suggested outcomes from the Facilitated Meeting held on 14 November 2025” document)

Professional Title Working Group

1. A member survey to identify the preferred title/titles to be used by CIEH.
2. CIEH will seek external advice on the structure of the survey
3. The findings of the member survey will be reported back to a future meeting of the Board for approval of the use of titles by CIEH.

Key Responsibilities of the Role

- Chair meetings, set agendas, ensure robust decision-making and transparent records.
- Work with the Chief Executive Officer and Executive Director of Professional Standards to ensure appropriate support is provided by CIEH staff.
- Appoint Group members in line with agreed terms and CIEH policies and procedures.
- Oversee delivery of all workstreams ensuring milestones and deliverables are met.
- Ensure the quality and rigour of outputs, including technical papers and reports. This will include ensuring that recommendations are evidenced-based and reflect sector best practice.
- Facilitate Resolution of disputes or issues within the group.

- Seek input and feedback from agreed key stakeholders and ensure their views are considered and reported. (This will include Messrs Day Gray for the Q&RR Steering Group and members for the PT Working Group via a member's survey).
- Comply with CIEH policies and procedures including, but not limited to, managing conflicts of interests and openness and transparency.
- Oversee risk management.
- Provide regular reports to the Environmental Health Services Committee (EHSC) and the Board of Trustees ensuring all reporting follows agreed principles.

Person Specification

Essential:

- Senior leadership experience
- Proven ability to chair multi-disciplinary or regulatory groups
- Significant experience in environmental health, public health, or a related professional field
- Strong understanding of environmental health education and accreditation at degree level
- Stakeholder engagement and evidence-based policy development skills
- Excellent facilitation and communication capabilities
- Experience in managing conflicts of interest and upholding governance standards
- High standards of integrity, impartiality and professionalism

Desirable:

- Familiarity with UK Public Health Register and public health competency frameworks
- Experience of competency framework and curriculum design
- Familiarity with issues faced by environmental health employers, learning providers and regulatory bodies
- An understanding of education, registration and competence in different professions
- Understanding of the legal and policy context for professional titles

Application & Selection Process

This is a niche appointment. A standard tender process is not likely to yield appropriate candidates. A search for candidates will be conducted using known networks and agents as well as posting on CIEH's website. Through this process CIEH will identify typical day rates and seek to identify multiple candidates to interview. The selection criterion is expected to follow CIEH's normal recruitment and selection procedures.

Submissions and further information

Applications must include:

- Your CV
- A cover letter indicating how you meet the criteria
- Your salary expectations included in the body of the email (i.e. NOT in the cover letter)

For queries or to submit an application, email the CEO f.mccloskey@cieh.org with subject line 'Senior Professional Standards Advisor'.

The closing date for application is 5pm 27th February 2026.

Appendix 1

This scope was created at a meeting of relevant stakeholders.

Suggested outcomes from the Facilitated Meeting held on 14 November 2025

When considering next steps, it is also important not to reinvent the wheel and to consider the other initiatives being considered by other relevant bodies so that there can be more coordination in this area.

1. **Formalise a review of the qualification and the process of assessment — including systems of formal independent registration**

Proposed next steps:

The Board agrees to build in a formal review to evaluate the effectiveness, consistency, and robustness of the qualification and assessment process. As part of this review, the Board will explicitly review Alternative systems of formal registration for Environmental Health Practitioners, including those independent of CIEH membership.

Scope of the review:

- Assess whether the qualification and assessment arrangements are delivering consistent professional competence across all routes
- Evaluate the impact of the current model on public confidence, employer confidence, and the recognition of the profession (consistent with other work)
- Examine the pros and cons of an independent registration body
- Benchmarking with regulatory models in comparable professions
- Ensure that the system remains fit for purpose, evidence-based, and responsive to emerging risks and developments

Why this helps:

- This is an informed and evidence-based piece of work

- Demonstrates accountability, responsiveness and communication with and to stakeholder concerns
- Ensures that the organisation remains open to change
- Creates a clear point at which the effectiveness of the qualification, assessment process, and registration arrangements will be reconsidered objectively
- Reassures members and stakeholders that long-term oversight and professional standards remain a priority

2. Address the “Framework vs Curriculum” concern

The issue raised:

The current approach emphasises *outputs*, not *inputs*, and the Framework is not intended to operate as a curriculum. However, some members expect some minimum codified expectations, especially to ensure that accredited universities and colleges maintain consistency.

Proposed next steps:

The meeting agreed the need to consider whether there should be a shift from a focus on outputs to emphasise the need to first consider the inputs. If this is agreed, this could lead to the development of a codified minimum expectations document that forms the basis of accreditation of providers covering essential elements such as:

- the breadth of topics to be taught and knowledge competency
- exposure to core environmental health domains
- requirements for practical placements
- academic levels, assessment expectations, and supervision standards
- clarity about the evidence of competence expected prior to sign-off

This would provide a codified baseline that providers should comply with as part of accreditation.

Why this helps:

- Reinforces consistency and fairness whilst maintaining academic autonomy for providers
- Addresses a key concern without deciding at this stage what is needed
- Strengthens accreditation oversight and quality assurance

3. Examine consistency between the two qualification routes

The issue raised:

Are the conventional degree route and the degree apprenticeship route sufficiently aligned to produce graduates with equivalent competencies and readiness for practice (day 1 practitioner)?

Proposed next steps:

The meeting agreed that there was a need to conduct a **comparative analysis** of the Level 6 and 7 qualification routes, specifically:

- mapping learning outcomes, practical competence elements, and assessment points
- identifying any gaps or divergences between the degree and degree apprenticeship and MSc

- recommending whether harmonisation, additional safeguards, or bridging requirements are needed
- consulting providers, employers and experienced practitioners to test real-world alignment

This work could feed into the registration review or be completed earlier depending on urgency.

Why this helps:

- Ensures that all Level 6 and 7 routes maintain public protection and professional credibility
- Demonstrates due diligence and transparency to members
- Prevents future divergence that could undermine confidence in the qualification
- Directly addresses membership concerns in a constructive, evidence-based manner

4. Establish a small working group or reference group

The composition of this group rests with the Committee but could include as a minimum:

- Appropriate officers from CIEH team
- Experienced practitioners
- MPPAG representative
- Education providers
- Employer representatives

The motion providers will act as consultees as and when required.

Purpose:

To ensure transparency, improve communication, maintain dialogue, and provide a structured mechanism for input without bypassing governance.

5. Explore and Develop a professional competency pathway working with the UKPHR

The issue raised:

Recognition of EHPs eligible for registration for co-registration with UKPHR, the regulatory body responsible for professional registration in Public Health across the England, Northern Ireland, Scotland and Wales.

Proposed next steps:

This is a medium to long term piece of work with CIEH working with UKPHR to identify key areas of professional competencies taught in level 6 and 7 environmental health training (knows how) and how they fulfil the UKPHR knowledge competencies and then how the two years plus of practical experience (shows how) can provide some equivalence of the UKPHR practitioner requirements.

This is a workstream that is dependent and complementary to work being developed around the environmental health curriculum and is linked into the work being developed by the UKPHR around the review and update of the public health practitioner competencies and the Faculty of Public Health review of the public health curriculum.

Although this workstream may not, in the short term, provide work that fulfils all the requirements of the UKPHR practitioner standards - that can be demonstrated by a portfolio submission, the aim is to develop work that provides equivalence and may, in the future allow a “fast track” route into UKPHR practitioner registration.

This action links into the wider piece of work The Value of Environmental Health where we are making the case for professionalism.