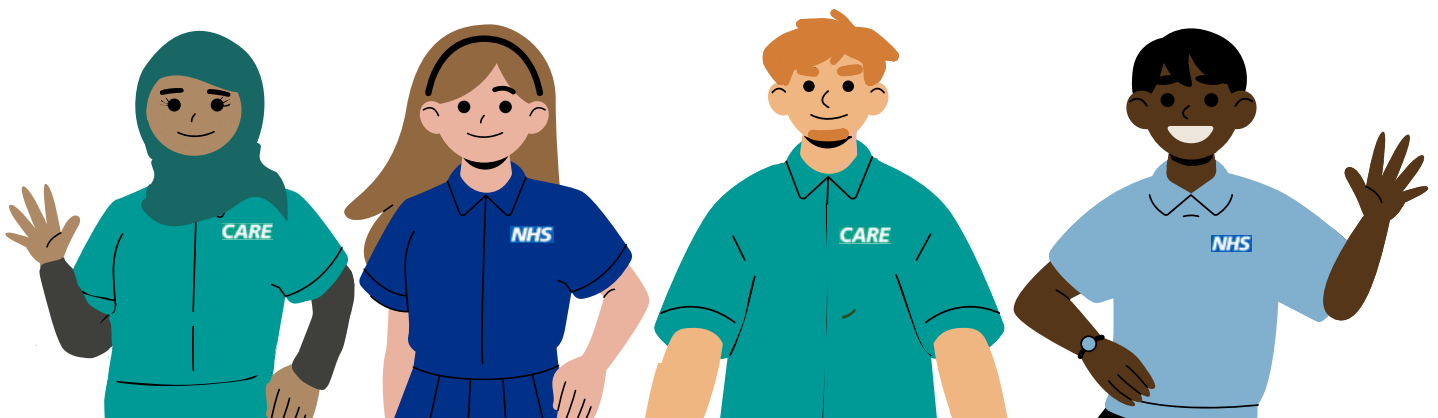




Careers Cards



Contents

Admin/HR

- HR Business Partner
- HR/ People Services Advisor
- HR/ People Services Assistant
- Waiting List Co-ordinator

Allied Health Professionals (AHP's)

- Diagnostic Radiographer
- Dietitian
- Occupational Therapist
- Operating Department Practitioner (ODP)
- Physiotherapist
- Podiatrist
- Speech and Language Therapist
- Therapeutic Radiographer

Biomedical Sciences

- Haematology (Healthcare Scientist)
- Biomedical Scientist
- Clinical Biochemistry
- Healthcare Science Assistant
- Histopathology (Healthcare Scientist)
- Microbiology (Healthcare Scientist)

Clinical Investigations

- Cardiac Physiologist
- Respiratory Physiologist

Estates & Facilities

- Estates Technician

Nursing

- Adult Nurse
- Children's Nurse
- Healthcare/Clinical Support Worker

- Infection Prevention Nurse
- Learning Disability Nurse
- Mental Health Nurse
- Nursing Associate

Patient Environment Services

- Catering Assistant
- Chef
- Domestic (Cleaner)
- Porter

Finance

- Financial Analyst
- Purchasing Assistant
- Finance Officer

IT & Digital Services

- Digital Trainer
- EPR Support Specialist
- Lead Product Developer
- Senior Business Intelligence Analyst
- Senior Clinical Coding Officer
- Senior IT Engineer
- Service Desk Specialist
- Trainee Clinical Coder

Pharmacy

- Pharmacy Assistant
- Pharmacy Technician
- Pharmacist

Women & Children's

- Maternity Support Worker
- Midwife
- Paediatrician



Administration/HR



HR Business Partner

Workforce Business Partners play a pivotal role in developing and implementing workforce strategy at UHMB, including the underpinning cultural change agenda.

They are responsible for providing leadership, advice and expert guidance to the Care Group Leadership team on all matters relating to workforce and OD in support of the Trust's strategic aims and corporate objectives.

Education and qualifications:

- Chartered Member of the CIPD (or equivalent experience)
- Postgraduate Diploma in HRM (or equivalent)
- Evidence of Continuing Professional Development

Experience

- Senior workforce role in a large organisation.
- Project and performance management.
- Staff management.
- In depth exposure to solving multi-factorial employee relations issues within a complex environment.
- Experience of applying employment law to practical and complex applications.
- Experience of managing and developing effective teams.
- Proven experience of creating opportunities through partnership working.
- Experience of meaningful workforce planning for a complex organisation.
- Extensive HR experience
- Experience of Policy development and training.

For more information on this career please visit



HR/ People Services Advisor

The People Service Advisor will support the Deputy Chief People Officer in ensuring that the People Strategy is implemented effectively in the Trust by supporting the providing professional and high-quality HR service

Supporting the development of an 'employee focussed' People Service focused on delivering the Trust vision of a 'great place to be cared for; a great place to work'.

Education and qualifications:

- CIPD (post-graduate diploma in HR Management) or considerable senior HR experience
- Evidence of continuous learning & development
- GCSE grade C or above in English Language, or equivalent

Experience

- HR experience
- Supervisory experience in an office environment
- Experience of employee relations, employee resourcing, change management, performance management and diversity.
- Experience of supporting effective case management

Skills, ability and knowledge

- Excellent, demonstrable knowledge of current employment legislation, case law, good HR practice
- Knowledge of HR procedures (including Recruitment and Selection, Grievance and Discipline, absence, TUPE)
- Understanding of recruitment and retention issues within the NHS
- Excellent IT skills with experience of Microsoft Office suite
- Evidence of continuous personal/professional development

For more information on this career please visit



HR/ People Services Assistant

HR/ People Services Assistants support the delivery of 'A great place to be cared for; a great place to work.'

This will be done through effective engagement in a responsive high quality 'People-Centric' People Services.

'People-Centric' means a customer focused, responsive, quality service providing an appropriate, timely response to the employee, thinking about what the employee wants, how they might feel and how to reach a resolution for the employee and service provision, providing the best possible customer service at all times.

Education and qualifications:

Good standard of education – 5 GCSE's including Maths and English (A*-C) or equivalent.
 Willingness to undertake training relevant to NVQ level 3 or relevant equivalent experience
 Willingness to undertake Advanced Keyboard training.

Experience:

Administrative / secretarial background Competent in all aspects of office administration

Skills, ability and knowledge:

Computer literate with knowledge of Microsoft packages eg: Excel , Word and Databases. Excellent communication skills Attention to detail Able to give examples of organising and or prioritising

Personal Qualities:

Ability to work as a team Ability to absorb a wide range of information and handle confidential issues Be willing to undertake any training necessary for the role Ability to travel as required

For more information on this career please visit



Waiting List Co-ordinator

A waiting list coordinator completes and maintains the accuracy of waiting lists and plans patient activity to minimise waiting times and the ensure the best use of resources.

This role is likely to involve:

- monitoring waiting lists and ensuring they are accurate and complete
- implementing and maintaining a system to monitor waiting times
- identifying changes in demand for particular services
- developing and monitoring plans to improve practice
- contributing to improving the quality and overall management of the waiting list
- providing weekly statistical information and reports on performance

Entry Requirements:

Entry requirements into health records and patient administration will depend on the role and level you are at.

It is possible to start in an entry level post without formal qualifications but GCSEs or equivalent qualifications are an advantage.

For more senior roles, a degree or equivalent experience might be needed. Some roles may also need an industry qualification such as the Institute of Health records and Information Management (IHRIM) certificate or diploma. You should always check the person specification for specific posts to fully understand the requirements.

For more information on this career please visit





Allied Health Professionals (AHP's)



Diagnostic Radiographer



Radiography is one of the most innovative aspects of healthcare – you'll use advanced technology to look inside patients' bodies and understand the root causes of their illness, and consult with colleagues on diagnosis and treatment plans.

Must have skills:

Don't forget – academic qualifications aren't everything. You'll need to be interested in new technologies, be safety-conscious and have excellent observational skills, as well as an ability to interpret data.

But this isn't just a role for the technologically-minded, you'll also need to have strong communication skills and be as comfortable discussing treatment plans with patients as you are with your professional peers.

Entry Requirements:

- Five GCSEs (grades 9-4), including English language, maths and science Two or three A levels, including physics, chemistry or biology/human biology.

Or the equivalent qualifications

- A BTEC, HND or HNC which includes science.
- A relevant NVQ or T Level
- A science-based access course.
- Equivalent Scottish or Irish qualifications.

Each university sets its own entry requirements, so it's important to check with them directly.

For more information on this career please visit



healthcareers.nhs.uk

Dietitian



Dietitians translate the science of nutrition into everyday information about food and advise people on their food and nutrition choices.

You'll assess, diagnose and treat dietary and nutritional problems. Your aim is to promote good health and prevent disease in individuals and communities.

Must have skills:

- Don't forget – academic qualifications aren't everything.
- You'll need to be interested in science and food and people's lifestyles.
- You'll need excellent communication skills and be able to explain complex things simply.

Entry Requirements:

- You must first successfully complete an approved degree in dietetics, usually at undergraduate level.

- You'll need: two or three A levels, including chemistry, maths or biology, along with five GCSEs (grades A-C or 4-9), including English language and maths

Or the equivalent qualifications

- BTEC, HND or HNC which includes science subjects
- relevant T level
- relevant NVQ
- science-based access course
- equivalent level Scottish or Irish qualifications
- To get onto a postgraduate course you will normally be expected to hold an honours degree which contains an acceptable level of human physiology and biochemistry. The other option is to apply for an apprenticeship degree.

Each university sets its own entry requirements, so it's important to check with them directly.

For more information on this career please visit



healthcareers.nhs.uk

Occupational Therapist



As an Occupational Therapist, you'll help people who have difficulties carrying out day-to-day activities because of a disability, illness, trauma, ageing, and a range of long-term conditions.

Must have skills:

Don't forget – academic qualifications aren't everything. You'll need to be a natural 'people person' who is able to make anyone feel quickly at ease.

Creativity and the ability to balance patience with enthusiasm is also needed. You'll need to enjoy teamwork and be able to think quickly on your feet too.

Entry Requirements:

To become an occupational therapist, you'll need a degree in occupational therapy, which usually takes three years full time or up to six years part time.

In postgraduate studies, it's possible to gain a Masters degree in one to two years

Once you've successfully completed your degree, you'll need to register with the Health and Care Professions Council (HCPC) before you can start practising. The other option is to apply for an apprenticeship degree.

Entry requirements for an undergraduate course are typically:

- two or three A levels
 - five GCSEs (grades 9-4/A-C), including science.
- Or equivalent qualifications:
- a BTEC, HND or HNC, including biological science
 - a relevant NVQ
 - a science-based access course
 - equivalent Scottish or Irish qualifications.

Each university sets its own entry requirements, so it's important to check with them directly

For more information on this career please visit



Operating Department Practitioner (ODP)

Operating department practitioners play a major role in each phase of a person's operation.

You'll provide high standards of skilled care and support during each phase of a patient's perioperative care - anaesthetic, surgery and recovery.

Must have skills:

- Don't forget – academic qualifications aren't everything.
- You'll need to have strong communication skills and be as comfortable discussing treatment plans with patients as you are with your professional peers.
- You'll also need to be safety-conscious and have excellent observational skills.

Entry Requirements:

- UCAS: 112 points at A2
- BTEC Extended Diploma: DMM
- BTEC Diploma: D*D*
- Pass Access Course: 112 UCAS points
- International Baccalaureate Diploma: Pass including 112 points from Higher Level Subjects
- T Level: M
- IELTS: 6.0 with no component lower than 5.5
- GCSEs: 5 at grade C/4 including Maths and English or equivalent
- A satisfactory Criminal records declaration (DBS/Disclosure Scotland) and Occupational Health clearance are required for this course.

This course will involve you working with vulnerable groups of individuals, this may include children.

In order to ensure that the University offers places on their programmes to suitable candidates you will be required to obtain a satisfactory Enhanced Disclosure and Barring Service clearance (formerly termed CRB).

For more information on this career please visit



Physiotherapist



You'll help people improve their mobility and regain their independence after an injury or operation, or as a result of ageing or a disability.

As a physiotherapist, you'll focus on identifying and maximising movement to improve the health and wellbeing of your patients.

Must have skills:

Whichever route you take, you'll also need to be a good communicator who can be hands-on and explain conditions and treatments easily to clients. Having a caring and calm nature is equally important.

Physiotherapy can be physically and mentally strenuous so you should also be physically fit with strong organisational and planning skills too.

Entry Requirements:

- two or three A levels, including a biological science and/or PE.
- five GCSEs (grades A-C), including English language, maths and at least one science.

Or the equivalent qualifications

- a BTEC, HND or HNC, including biological science.
- a relevant NVQ.
- a science-based access course.
- equivalent Scottish or Irish qualifications.
- a previous degree or a full practicing qualification in a related area.

Each university sets its own entry requirements, so it's important to check with them directly.

For more information on this career please visit



healthcareers.nhs.uk

Podiatrist



You'll treat and care for people whose feet and legs have been affected by injury or illness.

As a podiatrist, you'll help people deal with a range of mobility issues, relieve pain and treat infections of the feet and lower legs.

Must have skills:

Don't forget - academic qualifications aren't everything. Podiatrists should have great communication skills and be able to make others feel relaxed.

You should feel comfortable handling people's legs and feet and be happy working alone or as part of a team.

Entry Requirements:

- five GCSEs (grades A-C), including language, maths and science.
- three A levels (or equivalent), including a biological science.

Or the equivalent qualifications:

- a BTEC, HND or HNC, including biological science.
- a relevant T level.
- a relevant NVQ.
- a science-based access course.
- equivalent Scottish or Irish qualifications.
- a previous degree, or full practicing qualification in a related area.
- When applying for a podiatry degree, you'll be asked to show how you think the NHS values apply in your everyday work.

Each university sets its own entry requirements, so it's important to check with them directly.

For more information on this career please visit



healthcareers.nhs.uk

Speech and Language Therapist

Speech and language therapy is an exciting and varied career.

It offers you the chance to make a difference, a high degree of flexibility and excellent employment prospects.

You'll work with patients every day to help improve their care and their lives.

Must have skills:

Academic qualifications aren't everything.

You'll need to be able to motivate and reassure people of all ages using your communication skills.

You'll also need to show real leadership and organisational skills.

Entry Requirements:

- To get on to an speech and language therapy degree course you usually need:
- two or three A levels, along with five GCSEs (grades 9-4), including English language, maths and science

Or the equivalent qualifications

- BTEC, HND or HNC which includes science
- relevant NVQ or T Level
- science-based access course
- equivalent Scottish or Irish qualifications

Each university sets its own entry requirements, so it's important to check with them directly.

For more information on this career please visit



healthcareers.nhs.uk

Therapeutic Radiographer

You'll be a source of hope and care for those diagnosed with cancer.

Using radiotherapy, you'll collaborate with other healthcare professionals to create individual treatment plans that blend technical expertise with emotional support for your patients.

Must have skills:

Don't forget - academic qualifications aren't everything. You'll need to be interested in new technologies, be safety-conscious and have excellent observational skills. But this isn't just a role for the technologically-minded.

Along with planning and delivering treatments, you'll offer emotional support to patients and their carers and will need to have an easy-going manner to reassure patients who are nervous about their treatment.

Entry Requirements:

- Two or three A levels, including physics, chemistry or biology/human biology five GCSEs (grades A-C), including English language, maths and science.

Or the equivalent qualifications

- a BTEC, HND or HNC, including science
- a relevant NVQ or T Level
- a science-based access course
- Equivalent Scottish or Irish qualifications.

Each university sets its own entry requirements, so it's important to check with them directly.

For more information on this career please visit



healthcareers.nhs.uk



Biomedical Science



Haematology (Healthcare Scientist)

Haematology (including haemostasis and thrombosis) is the study of the blood and blood-forming tissues.

If you work in this area of healthcare science, you'll play a major role in the diagnosis and monitoring of patients with disorders of the blood and bone marrow.

Working in this area of healthcare science, you'll play a major role in the diagnosis and monitoring of patients with disorders of the blood and bone marrow, for example:

- sickle cell disease
- anaemia
- leukaemia and related blood cancers
- haemophilia
- other bleeding and clotting problems

- good communication skills to be able to liaise with the healthcare team and also to advise and reassure patients.
- to be comfortable using modern technology and complex equipment.
- meticulous attention to detail and to produce highly accurate work even when under pressure.
- good interpersonal skills as you may have direct contact with patients and you must respect their privacy, be sympathetic and have a friendly and professional attitude towards them
- to be able to work as part of a team.

Entry Requirements:

There are three main entry points into Haematology within healthcare science:

- With A-levels or level-3 equivalent qualifications
- With a relevant degree
- As an experienced clinical scientist

Please scan the QR code to find further information on entry requirements.

For more information on this career please visit



Must have skills:

To work in haematology, you'll need:

- an interest in science and technology, a good academic background and an ability to update and test your knowledge against experience.

Biomedical Scientist

Biomedical scientists conduct laboratory and scientific tests to support the diagnosis and treatment of disease.

You'll be critical to the running of healthcare science laboratories, A&E, operating theatres, many other hospital departments and NHS Blood and Transplant services.

Must have skills:

- excellent communication skills
- emotional resilience, a calm temperament and the ability to work well under pressure
- teamwork and the capacity to lead multidisciplinary teams
- problem-solving and diagnostic skills
- outstanding organisational ability and effective decision-making skills
- first-class time and resource management for the benefit of patients

Entry Requirements:

There are several different ways to start your career in biomedical science, depending on your experience and qualifications. Once qualified you will be registered with the Health and Care Professions Council (HCPC).

- Apprenticeship
- Associate Practitioner
- Trainee Biomedical Scientist

Please scan the QR code to find further information on entry requirements.

For more information on this career please visit



Clinical Biochemistry

Pathology (the study of disease) includes a number of specialisms, including clinical biochemistry, in which you could help diagnose and manage disease.

In clinical biochemistry, you'll help to diagnose and manage disease through the analysis of blood, urine and other body fluids.

Must have skills:

To work in clinical biochemistry, you'll need:

- an interest in science and technology, a good academic background and an ability to update and test your knowledge against experience
- good communication skills to be able to liaise with the healthcare team and also to advise and reassure patients to be comfortable using modern technology and complex equipment
- meticulous attention to detail to produce highly accurate work even when under pressure

- good interpersonal skills as you may have direct contact with patients and you must respect their privacy, be sympathetic and have a friendly and professional attitude towards them
- to be able to work as part of a team.

Entry Requirements:

There are currently two entry points into clinical biochemistry.

- After a relevant degree
- As a registered clinical scientist

Please scan the QR code to find further information on entry requirements.

For more information on this career please visit



healthcareers.nhs.uk

Healthcare Science Assistant

Healthcare science assistants and associates make a difference to patients' lives by supporting assessment and diagnosis of disease and illness.

Some will work in laboratories but others will work directly with patients every day.

Must have skills:

- able to follow instructions and procedures
- flexible and adaptable
- careful and methodical
- able to work alone or as part of a team

You'll also need:

- scientific or technical skills
- organisational skills
- communication skills

Entry Requirements:

- There are no set entry requirements to become a healthcare science assistant. Employers usually expect good literacy, numeracy and IT skills. They may ask for GCSEs, or equivalent level 2 vocational qualification.
- You may be able to enter a healthcare science assistant role through an apprenticeship at level 2.
- For healthcare science associate positions, you're likely to need A levels (including at least one science) or relevant level 3 vocational qualifications in healthcare science and some relevant experience of working in healthcare science.

For more information on this career please visit



healthcareers.nhs.uk

Histopathology (Healthcare Scientist)

If you work in histopathology, you'll be involved in the microscopic examination of tissue samples.

You'll receive, dissect and prepare tissues for examination and diagnosis to reveal the structure of tissues and cells. This enables clinicians to see what the likely course and outcome of a disease such as cancer will be.

Must have skills:

To work in microbiology, you'll need:

- an interest in science and technology, a good academic background and an ability to update and test your knowledge against experience
- good communication skills to be able to liaise with the healthcare team and also to advise and reassure patients to be comfortable using modern technology and complex equipment
- meticulous attention to detail to produce highly accurate work even when under pressure

- good interpersonal skills as you may have direct contact with patients and you must respect their privacy, be sympathetic and have a friendly and professional attitude towards them
- to be able to work as part of a team.

Entry Requirements:

- You can apply for a place on the graduate-entry NHS Scientist Training Programme for which you must have a 1st or 2.1 either in an undergraduate honours degree or an integrated master's degree in a pure or applied science subject relevant to the specialism for which you are applying.

If you have a relevant 2.2 honours degree, you will also be considered if you have a higher degree* in a subject relevant to the specialism for which you are applying.

Please scan the QR code to find further information on entry requirements.

For more information on this career please visit



Microbiology (Healthcare Scientist)

Microbiology is the study of organisms (bacterial, viral, fungal and parasitic) that cause infections.

As a healthcare scientist working in microbiology, a large part of your work will be the identification and classification of these organisms.

Must have skills:

To work in microbiology, you'll need:

- an interest in science and technology, a good academic background and an ability to update and test your knowledge against experience
- good communication skills to be able to liaise with the healthcare team and also to advise and reassure patients to be comfortable using modern technology and complex equipment
- meticulous attention to detail to produce highly accurate work even when under pressure
- good interpersonal skills as you may have direct contact with patients and you must respect their privacy, be sympathetic and have a friendly and professional attitude towards them
- to be able to work as part of a team.

Entry Requirements:

There are three entry points into microbiology:

- You can apply for a place on the graduate-entry NHS Scientist Training Programme for which you must have a 1st or 2.1 either in an undergraduate honours degree or an integrated master's degree in a pure or applied science subject relevant to the specialism for which you are applying. If you have a 2.2 honours degree or better in any subject, you will also be considered if you have a higher degree* that is relevant to the specialism for which you are applying.
- With experience as a registered clinical scientist, through Higher Specialist Scientist Training (HSST)
- Through training as a Biomedical Scientist.

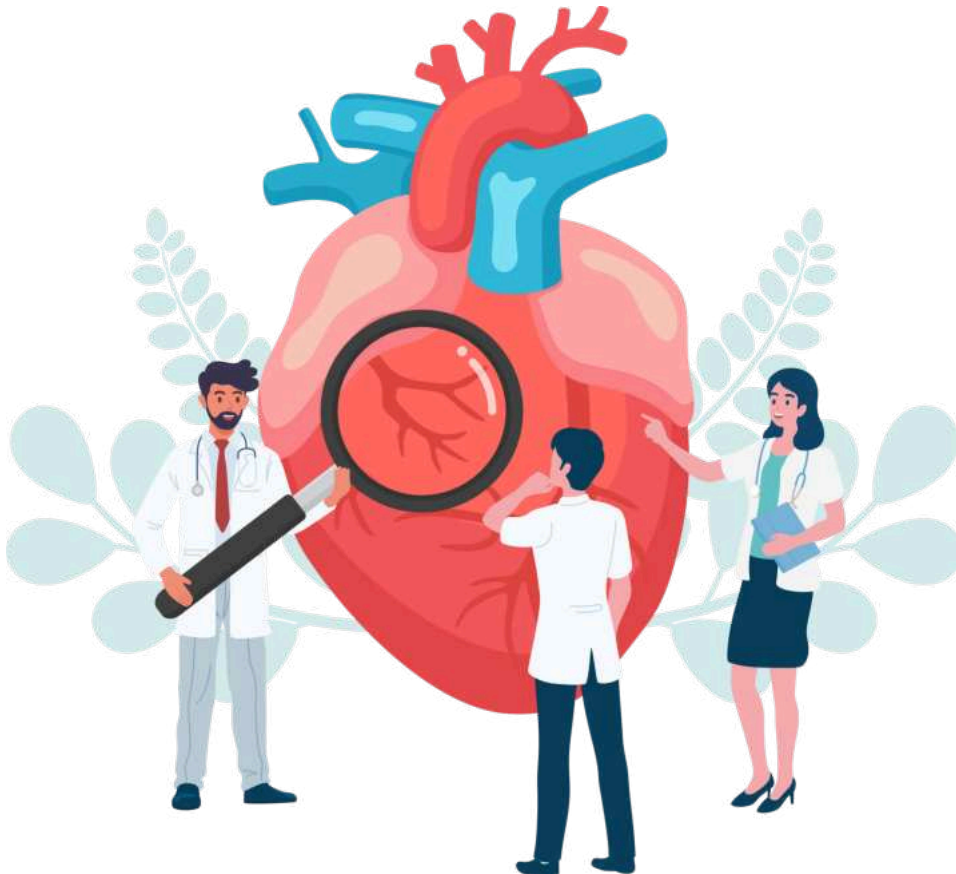
Please scan the QR code to find further information on entry requirements.

For more information on this career please visit





Clinical Investigations



Cardiac Physiologist

You'll work in the cardiology department at your local hospital, using high-tech equipment to assess patients with heart problems.

Must have skills:

- Understanding
- Confident enough to put people at ease
- Interested in learning how to use sophisticated medical equipment.

Entry Requirements:

You'll need a minimum of five 9-4 (A*-C) grade GCSEs (or the equivalent), usually including maths, English and a double science GCSE. You should apply for at least two A levels (or the equivalent) at college or 6th form.

What's next after A level and beyond?

You'll need to apply for an approved 3 year healthcare science degree where you can specialise in cardiac physiology, which includes placements in the NHS. To apply, you'll usually need at least two A levels (or equivalent level 3 qualifications), including at least one science subject.

Healthcare science practitioner degree apprenticeships where you could specialise in cardiac physiology may be available in some parts of the country and you'll usually need the same level of GCSEs and A levels or equivalent qualifications.

Alternatively, you could take a science degree then apply for the NHS Scientist Training Programme.

Each university sets its own entry requirements, so it's important to check with them directly.

For more information on this career please visit



stepintothenhs.nhs.uk

Respiratory Physiologist

Respiratory Physiology and sleep science involves the diagnosis and treatment of lung disease and sleep disorders.

Must have skills:

- To work in respiratory physiology and sleep sciences you'll need:
- an interest in science and technology, a good academic background and an ability to update and test your knowledge against experience
- effective communication skills
- a mature, calm, confident but sympathetic approach to achieve the best outcome for each patient as many patients may be anxious about the procedures and will need reassurance from you
- confidence with technology, systems and processes
- the ability to work as part of a team.

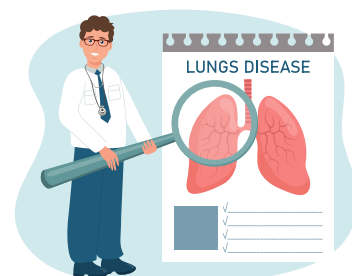
Entry Requirements:

There are three entry points into respiratory physiology and sleep sciences:

- with A-levels or equivalent level-3 qualifications
- with a relevant degree
- as an experienced clinical scientist

Each university sets its own entry requirements, so it's important to check with them directly.

For more information on this career please visit



healthcareers.nhs.uk



Estates & Facilities



Estates Technician

NHS estates technicians maintain and repair systems that our patients and staff rely on.

Some technicians specialise in one aspect such as electrical or mechanical work, others are multi-skilled.

Must have skills:

Estates technicians need to:

- be interested in how things work
- stay calm under pressure
- work to deadlines
- work at heights or confined spaces, if necessary
- work alone or in a team
- Skills Required
- problem-solving skills
- practical skills
- good manual (hand) skills
- organisational skills

Entry Requirements:

Although there are no set entry requirements, estate technicians have qualifications, usually at level 3 or higher.

Employers expect them to be qualified and experienced in at least one technical area such as

- electrical engineering
- mechanical engineering
- plumbing
- heating, ventilation and air conditioning

Although estates technicians often join the NHS fully qualified and experienced, it may be possible to train as a technician.

Employers ask for at least three GCSEs (or equivalent) including English maths and science.

Employers may ask for a driving licence.

For more information on this career please visit



healthcareers.nhs.uk



Nursing



Adult Nurse

Adult nursing is a rewarding career where you have a real chance to make a difference to people's lives.

As part of your training, you can expect to learn new skills and procedures that help patients.

Must have skills:

Don't forget - academic qualifications aren't everything. Communication and interpersonal skills are crucial, as well as strong judgement, and being able to teach, advise and manage people.

If you're applying for a role either directly in the NHS or a university course, you'll be asked to show how you think the values of the NHS Constitution apply in your everyday work.

Entry Requirements:

To become an adult nurse, the main route is through a degree course at university.

Typically you'll need a minimum of five GCSEs at grade 4/C or above, possibly in English language or literature and a science subject.

You'll also need two A levels or equivalent level 3 qualifications, such as a T level or BTEC to take an undergraduate degree. Some universities may ask for three A levels or equivalent.

If you already have a degree, you might be able to study for a postgraduate qualification.

There are other routes into adult nursing such as nurse degree apprenticeships and nursing associate apprenticeships.

Each university sets its own entry requirements, so it's important to check with them directly.

For more information on this career please visit



Children's Nurse

Children's nurses work in partnership with children, young people, and their families in various health and care settings. They support the physical, mental, and emotional health and wellbeing of children and young people under their care.

This involves assessing their needs, planning care, delivering treatment, and monitoring their health

Must have skills:

Don't forget - academic qualifications aren't everything. Communication and interpersonal skills are crucial, as well as strong judgement, be able to teach advise and manage people.

If you're applying for a role either directly in the NHS or a university course, you'll be asked to show how you think the values of the NHS Constitution apply in your everyday work.

Entry Requirements:

To become an children's nurse the main route is through a degree course at university.

Typically you'll need a minimum of five GCSEs at grade 4/C or above, possibly in English language or literature and a science subject, plus two A levels or equivalent level 3 qualifications, such a T level or BTEC for an undergraduate degree.

Some universities may ask for three A levels or equivalent. If you already have a degree, you might be able to study for a postgraduate qualification.

There are other routes into child nursing such as nurse degree apprenticeships and nursing associate apprenticeships.

Each university sets its own entry requirements, so it's important to check with them directly

For more information on this career please visit



Healthcare/Clinical Support Worker

As a healthcare support worker, you'll work under the supervision of a healthcare professional, supporting them and helping patients on their journey back to full health.

It's a hands-on role – one minute you could be taking blood and the next lending an ear to an anxious patient – but it's one of the most rewarding. Your day-to-day will vary depending on which part of the NHS you're working in.

Entry requirements and Skills Needed:

There are no set entry requirements to become a healthcare support worker, but good literacy and numeracy skills are expected, and in some cases GCSEs (or equivalent) in English and maths are required too.

You may also need a healthcare qualification such as a BTEC or NVQ for some of our roles.

For some roles, some experience of healthcare or care work may be beneficial – this could be from paid or voluntary work, or through experience you bring in from previous roles.

But academic qualifications aren't everything. You'll also need to be caring, kind and willing to really get stuck into the role – it's a hands-on environment where teamwork, communication and organisational skills are vital.

Training and Career Development:

As a healthcare support worker, you'll have access to world-class training and learn basic nursing skills. You'll also work towards gaining qualifications such as the Care Certificate and may have the opportunity to do an apprenticeship. But that's not all.

You'll gain plenty of on-the-job experience and be surrounded by experts who'll support you as you progress through your career. And with regular check-ins to discuss your career aspirations, you'll always be moving forward.

For more information on this career please visit 



healthcareers.nhs.uk

Infection Prevention Nurse

Infection Prevention Nurses establish and maintain effective and efficient systems for the prevention, investigation, control and surveillance of infections in the workplace.

Infection Prevention Nurses need to provide strong leadership that inspires and motivates others to ensure all infection control policy and procedures are implemented.

They would normally have the authority, through specialist knowledge, to advise on agreed standards of infection prevention and to control care service delivery to patients, their carers and all hospital staff.

Must have skills:

- Providing reactive health protection advice, as part of an acute response team, to health professionals, the public or wider stakeholders.
- Undertaking epidemiological investigations and public health risk assessments.
- Working with other stakeholders to prevent or minimise the impact of non-infectious environmental hazards.

Entry Requirements:

You must first qualify as a registered nurse or midwife. Following on from this, entry requirements will vary.

Experience or a qualification (or both) in one of the following areas may be an advantage:

- community nursing
- counselling and psychological help
- occupational health
- infection prevention and control
- health protection
- practice nursing

There are a variety of entry requirements, training and qualifications that may be required to work as a Infection Prevention Nurse. It's important therefore to check the person specification of the individual employer for detailed requirements.

For more information on this career please visit 



healthcareers.nhs.uk



Learning Disability Nurse

Learning disability nurses work to provide specialist healthcare and support to people with a learning disability, as well as their families and staff teams, to help them live a fulfilling life.

Entry Requirements:

Entry requirements

To become a learning disability nurse the main route is through a degree course at university. Entry requirements for these courses can vary depending on where and how you'd like to study so it's important to check with universities. You can find a learning disability nursing courses at the bottom of this page.

Typically you'll need a minimum of five GCSEs at grade 4/C or above, possibly in English language or literature and a science subject, plus two A levels or equivalent level 3 qualifications, such as a T level or BTEC for an undergraduate degree. Some universities may ask for three A levels or equivalent. If you already have a degree, you might be able to study for a postgraduate qualification through a postgraduate programme.

Must have skills:

Don't forget - academic qualifications aren't everything. Communication and interpersonal skills are crucial, as well as strong judgement, be able to teach advise and manage people.

If you're applying for a role either directly in the NHS or a university course, you'll be asked to show how you think the values of the NHS Constitution apply in your everyday work.

Each university sets its own entry requirements, so it's important to check with them directly.

For more information on this career please visit



healthcareers.nhs.uk



Mental Health Nurse

Mental Health Nurses promote and support a person's recovery, helping them live independent and fulfilling lives.

There are many reasons why you should consider a career as a mental health nurse. It offers you the chance to make a difference, a high degree of flexibility and a career with excellent employment prospects.

Must have skills:

- Don't forget - academic qualifications aren't everything. Communication and interpersonal skills are crucial, as well as strong judgement, be able to teach advise and manage people.
- If you're applying for a role either directly in the NHS or a university course, you'll be asked to show how you think the values of the **NHS Constitution** apply in your everyday work.

Entry Requirements:

To become a mental health nurse the main route is through a degree course at university.

Entry requirements for these courses can vary depending on where and how you'd like to study so it's important to check with universities.

Typically you'll need a minimum of five GCSEs at grade 4/C or above, possibly in English language or literature and a science subject, plus two A levels or equivalent level 3 qualifications, such as a T level or BTEC for an undergraduate degree.

Some universities may ask for three A levels or equivalent. If you already have a degree, you might be able to study for a postgraduate qualification.

There are other routes into mental health nursing such as nurse degree apprenticeships and nursing associate apprenticeships.

Each university sets its own entry requirements, so it's important to check with them directly.

For more information on this career please visit



healthcareers.nhs.uk

Nursing Associate

Nursing associates work with healthcare support workers and registered nurses to deliver care for patients and the public.

Nursing associates work across all four fields of nursing: adult, children's, mental health, and learning disability.

Nursing associates work across all four fields of nursing: adult, children's, mental health, and learning disability.

Your Training:

You'll undertake academic learning one day a week and work-based learning the rest of the week.

You'll be employed in a healthcare setting such as an acute, community or mental health hospital, care home or hospice but also gain experience in other settings.

This will mean travelling to placements and working a mix of shifts.

Entry Requirements:

To begin your training as a nursing associate, you'll need GCSEs grade 9 to 4 (A to C) in maths and English, or Functional Skills Level 2 in maths and English.

Some employers will also ask for a level 3 qualification.

You'll also need to show that you can study for a foundation degree level and complete the Nursing Associate Apprenticeship programme.

Student nursing associate places are usually advertised on NHS Jobs but some places are available through direct application to universities.

For more information on this career please visit



healthcareers.nhs.uk





Finance



Financial Analyst

Role Summary

To ensure that an effective and efficient procurement service is provided to end users within the Trust.

To process non-stock requisitions in line with the Trust Standing Financial Instructions (SFI's).

To ensure that price queries are kept to a minimum and resolved efficiently.

To update departmental reporting tools to provide key performance indicators and commercial information to ensure that usage trends are quickly spotted.

To assist in the development, implementation, review and maintenance of a specific range of contracts. Assist with the achievement of departmental service and savings targets.

To act as an ambassador for the department, influence end users' choice of products and ensure all queries and complaints are dealt with in a professional and positive way.

Education & Qualifications

Essential

- Qualifications Educated to degree level or equivalent qualification

Desirable

- AAT technician or equivalent

Experience

- Competent financial experience including experience in key elements of accountabilities: - final accounts, financial systems, audit requirements
- Extensive finance experience, normally 3 years including capital and vat accounting
- Experience in using Microsoft Office. This particularly applies to Excel

Skills, Ability & Knowledge

- Understanding of accounting Techniques and Procedures principles
- Understanding of relevant accounting standards and how to apply them

For more information on this career please visit



healthcareers.nhs.uk

Purchasing Assistant

Role Summary

To ensure that an effective and efficient procurement service is provided to end users within the Trust.

To process non-stock requisitions in line with the Trust Standing Financial Instructions (SFI's). To ensure that price queries are kept to a minimum and resolved efficiently.

To update departmental reporting tools to provide key performance indicators and commercial information to ensure that usage trends are quickly spotted.

To assist in the development, implementation, review and maintenance of a specific range of contracts.

Assist with the achievement of departmental service and savings targets.

To act as an ambassador for the department, influence end users' choice of products and ensure all queries and complaints are dealt with in a professional and positive way.

Education & Qualifications

Essential

- GCSE Mathematics and English
- Evidence of IT literacy

Desirable

- CIPS Foundation or other Procurement Qualification or equivalent business course.

Work Experience

Essential

- Call Centre/Customer Service
- Office Administration
- Purchase or Sales Order Processing

Desirable

- Procurement Department Experience

Skills, Ability & Knowledge

- Ability to plan/manage workload in busy environment
- Working knowledge of Microsoft Word, Excel & Access
- Good Analytical Skills

For more information on this career please visit



healthcareers.nhs.uk

Finance Officer



Role Summary

Finance Officers process authorised supplier invoices into the computerised Oracle Ledger System accurately and efficiently, ensuring that VAT is correctly recovered in line with NHS VAT regulations.

Whilst ensuring that payment is processed and sent to the supplier, in accordance with their terms and conditions and in line with Trust procedures, Standing Financial Instructions and Standing Orders.

Strong communication skills are required due to regular contact with a variety of internal and external customers, including suppliers, budget holders, the procurement department and financial management team.

Communications may be complicated due to diversity of the processes required to be followed. The job will require continued use of the Oracle Ledger system, combined with high levels of concentration due to the need for accuracy within set deadlines.

Education & Qualifications

Essential

- NVQ level 3 or equivalent experience ECDL or equivalent experience
- Clerical work in a computerised environment

Desirable

- ECDL or equivalent
- Knowledge of finance in the NHS

Skills, Ability & Knowledge

- Ability to work accurately and methodically within accounting procedures and deadlines
- Understanding of basic accounting principles
- Computer literate including Microsoft office products
- Good communication and interpersonal skills
- Good personal organisational skills

For more information on this career please visit





IT & Digital Services



Digital Trainer

Education and qualifications:

Essential:

- Good all round education. Educated to degree level or equivalent
- IT skills qualification ECDL standard or equivalent

Desirable:

- Adult / IT teaching qualification eg Institute of I.T. Training's Training Delivery Skills Certificate (TAP); City & Guilds 7404; Certificate in Education; CIPD Certificate in Training Practice

Experience

Essential:

- 2 years experience in computerised information systems.
- Experience in development and design of training packages
- Experience in delivering IT training to individuals and groups

Desirable:

- 2 years experience in development and design of training packages
- 2 years experience in delivering IT training to individuals and groups.

Skills, ability and knowledge

- Knowledge of the Connecting for Health programme and its implications for modernizing the NHS

Essential:

- High levels of computer literacy are essential including:
 - Advanced keyboard and mouse skills
 - A working knowledge of MS Office applications
 - Good E-Mail and Internet skills
- Understanding of the need for confidentiality and the principles of the Data Protection Act
- Excellent organisational and planning skills, so can work to tight deadlines and under pressure with minimal supervision.
- Excellent communication skills (written and oral), including the ability to communicate with staff and colleagues at all levels within organisations
- Able to work alone on own initiative and collaboratively as a part of a small team
- Able to concentrate intensely not only on what the trainees are doing but also constantly re evaluating the situation and thinking forward to what is being covered next/later.
- Able to prioritise/plan workload to ensure that there is no overstretching of the training resource

Desirable:

- Able to analyse data
- An in depth understanding of how to develop and design a training programme

For more information on this career please visit



healthcareers.nhs.uk

EPR Support Specialist

Education and qualifications:

Essential:

- Qualified to Degree level or equivalent industry experience in a service delivery environment.

Desirable:

- CSC Alliance National Application
- Master Trainer
- ITIL Green Badge

Experience

Essential:

- Excellent knowledge of current and legacy systems, particularly those deployed by the CSC Alliance.
- Previous experience in a Service Delivery environment.

Desirable:

- Previous experience of working in the NHS.
- Have credible experience of the Information Technology support and development functions.
- In depth understanding of healthcare business and clinical processes

Skills, ability and knowledge

Essential:

- Must be self-motivating and able to demonstrate an ability to achieve targets and undertake and achieve specific projects.

- Must have a good understanding of the operation of server and desktop hardware and software associated peripherals and software drivers.
- Must be adept at assimilating new technical, clinical, process and business information whilst developing their own knowledge.

Desirable:

- Good understanding of the concepts of Healthcare computing. Good understanding of client/server computing, local area networking and wide area networking concepts.

Personal Qualities

Essential:

- Able to demonstrate a professional approach to all aspects and duties of the post.
- Good communicator, must be able to demonstrate to ability to empathise with a customer and assess/monitor the business impact of a situation.
- Must be able to multi-task when under pressure.
- Courteous, tidy and polite in all customer facing situations, particularly when under pressure from conflicting

For more information on this career please visit



healthcareers.nhs.uk

Lead Product Developer



Education and qualifications:

Essential:

- Educated to Degree level with in-depth knowledge of software development or relevant experience as a senior software developer.
- Evidence of continuing professional development

Desirable:

- PRINCE2 Foundation (project management)
- Qualifications in appropriate IT certification (eg ITIL, TOGAF, Agile, ISTQB etc)

Experience

- Software development lifecycle, including but not limited to developing code based applications, quality assurance and test processes, and supporting in a 2nd/3rd line environment Previous experience of working in a software development role (not exclusively NHS)

One or more of the following frameworks:

- Waterfall Process
- Agile
- HTML/ CSS/ JavaScript
- SQL

Experience of:

- Presenting work at user groups and conferences
- Meeting strict service requirements (KPIs, SLAs, OLAs)
- Front-end web development skills
- Create or design workable prototypes.

- Relevant Software Development Training in Visual Studio or similar development package.

Skills, ability and knowledge

- Proficient in coding in c#, Visual Basic
- Specialist knowledge consistent with attainment of degree level qualifications
- Use of version control systems such as Github/Gitlab, SVN
- Knowledge of design principles (Object oriented design; common design patterns; responsive web design; security by design; government service design)

Experience of:

- Frameworks and approaches to support DevOps culture and a Continuous Deployment environment.
- Translating requirements into user stories to create deliverable features.

Desirable:

- Experience of Microsoft SQL (T-SQL)
- Awareness of digital channel shift and approaches
- Working knowledge of cloud services

For more information on this career please visit



healthcareers.nhs.uk

Senior Business Intelligence Analyst



Education and qualifications:

Essential:

Educated to Degree level standard or demonstrable equivalent experience

Desirable:

Educated to Master Degree level Statistical and/or computing qualification/certification

Experience

- Substantial/demonstrable experience working in a management Information environment analysing complex data using a variety of sources/information systems.
- Experience of extracting data from Hospital information systems
- Specialist knowledge and experience of NHS data definitions, data standards and patient flows.
- Experience in the development of forecasting models
- Experience of presenting complex information to a variety of audiences with varying levels of technical knowledge.
- Experience of working with Business Intelligence reporting toolsets (for example QlikView, Analyzer, SQL Server Reporting Services)
- Experience of designing and authoring reports in Business Intelligence reporting toolsets
- Experienced in the use of SQL and its application for extraction and manipulation of large datasets

Skills, ability and knowledge

- Advanced SQL skills including writing complex queries, writing data to tables and creating database schemas
- Advanced user of SQL Server Reporting Service
- Excellent communication skills.
- Highly developed analytical thinking with a logical approach to problem-solving.
- Effective organisational and time management skills.
- Specialist up to date knowledge of the objectives of Information Governance standards in relationship to information flows and data management.
- Ability to advise users on data definitions and standards
- Advanced software skills
- High level awareness of data quality and its importance in delivering high quality information.
- Ability to use own initiative, without the need for approval/supervision
- Knowledge and understanding of the national NHS guidance and key performance targets and indicators.

For more information on this career please visit



healthcareers.nhs.uk

Senior Clinical Coding Officer

Education and qualifications:

Essential:

- Minimum A level qualification or equivalent qualification or equivalent knowledge.
- National Clinical Coding Qualification or equivalent experience (as per guidance from NHS Connecting for Health).
- Undertaken the Clinical Coding Foundation Course
- Up to date with Clinical Coding Refresher Courses.

Desirable:

- Qualification or experience in science or healthcare environment.
- European Computer Driving Licence (ECDL)

Experience

- The principles of Clinical Coding
- Knowledge of the importance of confidentiality, Data Protection Act and Caldicott Principles
- Significant knowledge of anatomy and physiology and medical terminology
- Significant knowledge of clinical coding requirements and standards

Skills, ability and knowledge

- Ability to motivate others within the coding team, on wards and other clinical staff to ensure coding standards are met
- Ability to recognise poor quality data and development of improvement actions
- Able to use Microsoft applications. i.e. word, excel

- Ability to correctly code a number of clinical specialties and more complex specialties
- Ability to provide coding advice and support to less experienced coding officers.
- Ability to work to a high degree of accuracy and attention to detail.
- Ability to communicate with colleagues at different levels ie multi-disciplinary teams
- Ability to explain complex coding terminology to a variety of contacts and stakeholders in order that they clearly understand coding requirements.
- Ability to overcome barriers to engagement of stakeholders by using persuasive communications.

Personal Qualities

- Ability to work on own initiative to prioritise and plan workloads.
- Able to work accurately under pressure to meet deadlines.
- Effective and supportive Team player
- A flexible approach to working hours
- Ability to maintain and develop own skills and knowledge.
- Monitors own targets/performance
- Self-motivated
- Adaptable to change
- Ability to manage difficult situations confidently

For more information on this career please visit



Senior IT Engineer

Education and qualifications:

Essential:

- Qualification or industry experience in computing to HND standard or above

Experience

Essential:

- Have credible experience of the Information Technology support and development functions. Good understanding of current and legacy Microsoft Windows operating systems, current and legacy Microsoft Office technologies, wide and local area network topologies, computer security, backup software and backup strategies, current and legacy versions of Microsoft Active Directory and Exchange, detailed understanding of implementing and troubleshooting DNS, WINS and DHCP.

Skills, ability and knowledge

Essential:

- Must be self-motivating and able to demonstrate an ability to achieve targets and undertake and achieve specific projects.

- Must have a good understanding of the operation of server and desktop hardware and software and associated peripherals and software drivers.
- Must be adept at assimilating new technical, clinical, process and business information whilst developing their own knowledge.
- Good understanding of Ethernet, TCP/IP and networking.

Personal Qualities

- Able to demonstrate a professional approach to all aspects and duties of the post.
- Good communicator, must be able to demonstrate to ability to empathise with a customer and assess/monitor the business impact of a situation.
- Must be able to multi-task when under pressure.
- Courteous, tidy and polite in all customer facing situations, particularly when under pressure from conflicting requirements.
- Ability to work with confidential information and within the Data Protection Act.

For more information on this career please visit



Service Desk Specialist

Education and qualifications:

Essential:

- Qualified to Ordinary National Certificate or have two years equivalent industry experience in a service delivery environment.

Desirable:

- CSC Alliance National Application Master Trainer. ITIL Green Badge

Experience

Essential:

- Excellent knowledge of current and legacy Hospital Information Systems, particularly those deployed by the CSC Alliance.
- Have credible experience of the Information Technology support and development functions.

Desirable:

- Previous experience of working in the NHS.
- In depth understanding of healthcare business and clinical processes

Skills, ability and knowledge

Essential:

- Must be self-motivating and able to demonstrate an ability to achieve targets and undertake and achieve specific projects.
- Must be adept at assimilating new technical, clinical, process and business information whilst developing their own knowledge.

Desirable:

- Good understanding of the concepts of Healthcare computing.
- Must have a good understanding of the operation of server and desktop hardware and software and associated peripherals and software drivers.
- Good understanding of client/server computing, local area networking and wide area networking concepts

For more information on these careers please visit



Trainee Clinical Coder

Education and qualifications:

Essential:

- Minimum A level qualification or equivalent qualification or equivalent knowledge.
- Qualification in Medical Terminology (AMSPAR or equivalent)

Desirable:

- Qualification in a science or equivalent knowledge

Experience

Essential:

- In-depth knowledge of anatomy and physiology and daily use of medical terminology
- Experience of working in a healthcare environment
- Knowledge of the importance of confidentiality, Data Protection Act and Caldicott Principles
- Knowledge and experience of inputting data into the Trust's Lorenzo system.

Desirable:

- Experience and use of the Trust's Electronic Patient Record (EPR) system
- Experience and knowledge of the standard operating procedures of other departments and clinical specialties within the Trust.

Skills, ability and knowledge

Essential:

- Ability and skill to undertake the study required to gain the Accredited Clinical Coder (ACC) exams by passing the National Clinical Coding qualification (UK) at the level of 90% for the Practical Exam and 60% for the Theory exam.
- Ability to travel between all Trust Hospital sites as required.
- Able to use Microsoft applications i.e. Teams, word, excel
- Ability to work to a high degree of accuracy and attention to detail.
- Ability to communicate with colleagues at different levels ie multi-disciplinary teams
- Ability to overcome barriers to engagement by stakeholders using persuasive communications.

Desirable:

- Knowledge of the uses of clinically coded data.
- Knowledge of the mechanism of how the Trust receives payment through Clinically coded data

For more information on this career please visit





Pharmacy



Pharmacy Assistant

Pharmacy assistants help pharmacists and pharmacy technicians order, prepare and dispense medicines.

Must have skills:

- responsible, accurate and methodical
- able to pay attention to detail
- able to read and carry out instructions
- to be interested in people's health
- able to explain clearly to members of the public
- excellent communication, customer service, IT and manual skills.

Entry Requirements:

There are no set entry requirements, but most employers will expect good literacy, numeracy, and IT skills. They may ask for GCSEs or equivalent qualification and some relevant work experience. Even where it is not specified, experience in a customer service role would be an advantage.

Training and development

You'll be given the training on the job such as health and safety, use of IT systems, manufacturing medicines and dispensing prescriptions.

You may also be offered the chance to complete the Pharmacy services assistant (level 2)

Where can a pharmacy assistant career take you

- You could undertake further training to become a pharmacy technician
- You could lead a team responsible for the receipt and delivery of medicines and medical gases in a hospital or an aseptic unit to help prepare cancer drugs
- You could become a health living champion working in a community pharmacy.



healthcareers.nhs.uk

For more information on this career please visit



Pharmacy Technician

Pharmacy technicians are essential to the smooth running of pharmacies, making sure patients get the most out of their medicines.

You'll work under the supervision of a pharmacist. You'll speak with patients, offering them advice on how to best manage their medicines.

Must have skills:

- good communication skills
- ability to work effectively with your colleagues, patients and the public
- be able to maintain confidentiality and privacy
- to be responsible, accurate and methodical, with good attention to detail
- an interest in helping people and improving people's health

Entry Requirements:

Typically, you will need five GCSE or equivalent at A*-C/9-4 including mathematics, English language, science and one other subject to undertake the level 3 Pharmacy Technician (Integrated) apprenticeship.

Training and Development

You will be required to keep your skills and knowledge up to date with annual continuing professional development (CPD) and formal assessments with the General Pharmaceutical Council to make sure your skills are up to date.

Where your career can take you

- You could become a senior pharmacy technician, responsible for the work of other pharmacy technicians and pharmacy assistants.
- You may even decide to go into management and leadership roles.
- You could specialise, in areas such as mental health, oncology (cancer treatment) or paediatrics.



healthcareers.nhs.uk

For more information on this career please visit



Pharmacist

Pharmacists make a difference to the lives of their patients through an expert knowledge of medicines and health.

Helping people live longer and healthier lives depends on the safe use of medicines and excellent healthcare advice. Pharmacists' unique expertise and knowledge makes them essential members of the healthcare team.

You'll combine a love of science with a desire to improve lives and be rewarded with a stimulating career across a range of settings and industries.

Must have skills:

- Must-have skills
- Excellent communication and interpersonal skills
- Be able to work as part of a team with other professionals
- Attention to detail

Entry Requirements:

Generally you'll need:

- three A-levels or equivalent in chemistry and a second science or maths, typically offers range from AAB to BBB
- pharmacy degrees with a foundation year may have lower grade requirements
- GCSEs are considered alongside A-levels, with most schools of pharmacy expecting a minimum of five GCSEs including maths, English language and one science
- some universities accept vocational qualifications such as BTEC Level 3, National Extended Diploma in Applied Sciences or the Access to HE Diploma

Each university sets its own entry requirements, so it's important to check with them directly.

For more information on this career please visit



healthcareers.nhs.uk



Women & Children's



Maternity Support Worker



Maternity support workers are the frontline of a family's journey through pregnancy, childbirth and the first few days of birth.

As a maternity support worker, you'll work under the supervision of a registered midwife. They are sometimes also known as maternity healthcare support workers or midwifery assistants.

You'll be:

- helping to care for mothers and babies
- making routine observations (temperature, pulse, blood pressure, breathing, etc)
- updating records and other admin tasks
- educating parents one-to-one or in groups
- taking blood samples for testing
- ordering stationery and equipment
- preparing equipment
- promoting breastfeeding
- reporting problems to a registered midwife or nurse

Entry Requirements

Essential:

- Entry requirements vary between employers but they all expect a good standard of numeracy and literacy.
- Employers may ask for up to five GCSEs or equivalent and some may also ask for a qualification in health and social care such as an NVQ.
- They may also ask for experience of working with children and families which may be accepted in place of formal qualifications
- able to follow instructions and procedures
- willing to be present at childbirth
- able to work under pressure
- able to deal with other people's emotions

You'll also need:

- excellent communication skills
- organisational skills

Skills, ability and knowledge

Essential:

You'll need to be:

- caring and patient
- able to work with people from all walks of life
- accepting of other peoples lifestyles
- flexible and adaptable to deal with unpredictable situations

For more information on this career please visit



healthcareers.nhs.uk

Midwife



Midwives provide care and support to women and their families while pregnant, throughout labour and during the period after a baby's birth.

You'll mainly deal with pregnant women requiring professional support and advice. You are likely to be the lead health professional and contact for a woman, providing evidence-based information and helping her make informed choices about the options and services available throughout her pregnancy.

You'll be:

- You'll be the expert on childbirth and your responsibilities are likely to be diverse. You'll provide:
- provide full antenatal care, including parenting classes, clinical examinations and screening
- identify high-risk pregnancies
- monitor women and support them during labour and the birthing process
- teach new and expectant mothers how to feed, care for and bathe their babies

You could be working with women from a variety of backgrounds and you will need to be confident enough to communicate with different people. Some women and their families might be homeless, socially excluded, have disabilities or be very young.

- Other clients may be from certain cultural or religious backgrounds.
- All women will need you to understand the emotional, physical and psychological processes of pregnancy and birth. Sometimes pregnancies do not go to plan and you will need to offer support and advice on stillbirth, miscarriage, termination, neonatal death and neonatal abnormalities.

Entry Requirements

- To become a midwife you'll need to train and study for an undergraduate degree or postgraduate degree or diploma, or secure a place on a midwifery degree apprenticeship. Entry requirements vary depending on where you'd like to study or work. However, they usually look for a minimum of:
- five GCSEs at grade 9-4/C or above - typically including English language or literature and a science subject
- and either two or three A-levels or equivalent qualifications such as GNVQ advanced level or NVQ level 3
- A degree standard apprenticeship in midwifery is also available. To get onto a degree apprenticeship, you will need to apply for an apprentice position with a healthcare provider.

For more information on this career please visit



healthcareers.nhs.uk

Paediatrician



Paediatricians manage medical conditions affecting infants, children and young people. You'll see a wide range of patients, from babies through to teenagers.

Must have skills:

- excellent communication skills to manage a wide range of relationships with colleagues, and patients and their families
- emotional resilience, a calm temperament and the ability to work well under pressure
- teamwork and the capacity to lead multidisciplinary teams
- problem-solving and diagnostic skills
- outstanding organisational ability and effective decision-making skills
- first-class time and resource management for the benefit of patients

Entry Requirements:

Your first step is medical school. Typically, you'll need excellent GCSEs and three A or A* passes at A level including chemistry for a five-year undergraduate degree in medicine. Many medical schools also ask for biology and others may require maths or physics.

If you already have a degree, you could study for a four-year postgraduate degree in medicine. You'll need to pass an interview and admissions test. You'll be asked to show how you demonstrate the NHS values such as compassion and respect.

Some medical schools look to recruit a mix of students from different backgrounds and geographical areas, so your educational and economic background and family circumstances could be considered as part of your application.

After medical school, you'll join the paid two-year foundation programme where you'll work in six placements in different settings.

After your foundation programme, you can apply for paid specialty training to become a paediatrician, which will take a minimum of eight years.

Each university sets its own entry requirements, so it's important to check with them directly.

For more information on this career please visit



healthcareers.nhs.uk