

Careers in Healthcare

Health sector jobs

Introduction

This information leaflet has been produced by Skills for Health for those who advise people on career options relating to the health sector. It will be helpful to careers advisers, HR and line managers, supervisors, and anyone else who offers information, advice and guidance to prospective and current employees, trainees and those seeking work.

In this guide you will find information on

- Useful starting points for finding jobs in the health sector
 - Employers
 - Employment agencies
 - Jobcentre Plus
 - Careers Information and Advice for the NHS
- Job application skills tools and resources
- Returning to work in the NHS
- Refugees and overseas qualified health care professionals
- Employment checks

Explore further and you will find out about the variety of ways a person can start or recommence a health related career and links to relevant information and further sources of support.

The information leaflet is one of a series which are on the Skills for Health website. These cover topics such as qualifications, signposting and referral, supporting people in their learning, funding and much more.

Visit www.skillsforhealth.org.uk/careersinformationandadvice to access them.

*Skills for Health does not claim responsibility for the content and workings of other websites.
The information and web links in this document are correct at the time of publication
July 2011*

Health Sector Jobs

The UK health sector provides a wealth of opportunities for diverse careers, whether people want to work in the NHS, independent healthcare, voluntary or charitable sector. It is unique, and offers some of the best opportunities for a rewarding and fulfilling career.

And where ever people begin their career, there are plenty of opportunities to move around the health sector, from one organisation to another. Not to mention using those skills overseas, for example in disaster relief settings.

Finding jobs in the health sector

Employers

National Health Service (NHS)

The NHS is the largest employer in the UK. See [NHS Careers](#), [NHS Scotland](#), [NHS Wales](#) and the [Department for Health, Social Services and Public Safety](#) (Northern Ireland) websites for an overview of job opportunities in the health sector. Individual NHS trusts or boards also have their own HR or recruitment departments, though most of the recruitment is done centrally in.

- **England and Wales**
[NHS Jobs](#) is the main job search website. [What can I do with my degree?](#) is a site that allows users to search for vacancies in the NHS in England and Wales by degree subject and register for email alerts.
- **Scotland**
[NHS Scotland](#) has its own dedicated online recruitment site.
- **Northern Ireland**
Two useful job search sites for vacancies in health and social care are [HSCRecruit](#) and [Careers in Healthcare](#), a Health Service Executive site.

Independent Healthcare

See the [Skills for Health guide](#) to working in independent healthcare, which features case studies, career examples, links to employers and guidance information. The [Prospects](#) website provides a list of major employers across the UK and latest employment trends. The [jobsinhealth](#) website has a listing of job opportunities in the public and private health sector.

Voluntary and charitable sector

See the [Skills for Health guide](#) to working in voluntary organisations which features UK and international case studies, facts and figures, and where to look for employment. Explore opportunities through [Working for a Charity](#). The site offers links to specialist recruitment agencies and advice on working in a voluntary organisation. The [Graduate Talent Pool](#) may have intern opportunities for those looking for charity experience. In Scotland, SCVO has details of [Third Sector Internships](#), a recently introduced four year scheme of graduate internships.

Employment agencies

Many employers in the health sector use agencies to help them recruit permanent and temporary staff. [NHS Professionals](#) is the leading employer for flexible staff in the NHS. It also provides opportunities for training including online learning as well as opportunities for CPD. There are many other agencies which deal with recruitment for the health sector. For a comprehensive listing see the [Recruitment and Employment Confederations](#) website. Other recruitment websites include Jobs in Health and Healthjobs.com and those that have health sections such as Monster, Reed Agency and Target Jobs (see below).

Jobcentre Plus

Many health sector jobs are advertised through [Jobcentre Plus](#), where you can find a wide range of healthcare jobs with many NHS vacancies across England, Scotland and Wales.

Job search services can be accessed via a free to download app for iPhones, iPod touch and Google Android enabled phones. Any internet enabled phone can access Jobcentre Plus's vacancies through the Directgov website.

To download the app go to [iTunes](#) or [Android](#)

For vacancies notified to the Employment Service in Northern Ireland, link to [Jobcentre online](#).

Further websites and journals

- **Local government** There are opportunities in areas such as children's services, learning disabilities and social care. See local government websites for job vacancies.
- **Specialist journals and publications** There are many specialist journals for the health sector, some of which will have a vacancies section e.g. Health Services Journal and the Nursing Times
- **National, regional and local newspapers** e.g. The Guardian features health sector jobs on a Wednesday.
- **Prospects** This website that specialises in information and advice for graduates. Search for key vacancies by occupation.
- **Careers A to Z** Use the key word search to find links to vacancies.
- **NHS ROSE** Although developed for overseas health professionals, this site has a useful section on job hunting which UK searchers may find equally helpful.

Explore the table below for further sources of information about finding health sector jobs.

BMJ careers website , including job search facility for doctors, and international medical career opportunities	Search for job vacancies in cancer care
Social care jobs search facility, plus learning and development	Fish4Jobs by sector, plus apprenticeships and other training opportunities
Search for health service jobs by function on the Health Services Journal website	Search for vacancies in hospice and palliative care
Career opportunities in the voluntary and charitable sector	Private Healthcare UK health jobs
Search for jobs across the UK, by region, city and sector	Reed health and medicine jobs, plus roles in nursing and pharmaceuticals
NHS Professionals Flexible work opportunities for nursing, medical, administration and clerical staff	NHS Education for Scotland , education and training resources
PlanITplus Careers, learning and school information in Scotland	Scotland jobs , search by sector
Medical specialty training for doctors in England, with links to Scotland, Wales and Northern Ireland	Job in Scotland , Scottish jobs, recruitment and employment
DELNI Learning and skills in Northern Ireland	Working in the Health Service Executive , including job search facility
Careers Service Northern Ireland Careers, qualifications, jobs and training	Health and Social Care jobs in Northern Ireland , including job search facility
Graduate jobs and careers in Ireland , including job search facility	Health and Social Care in Northern Ireland
JobCentre online facility Northern Ireland	Northern Ireland career network , including skills matrix, graduates and executive search
Development website for registered nurses in Northern Ireland	Online services for students, graduates and employers in Wales , including Graduate Academy
Job search facility in south Wales	Careers A to Z links to sources of further information
NHS Rose Refugees Professional programme	Guardian jobs

Job application skills tools and resources

With so many opportunities for a career in the health sector, it's important to ensure people get effective information, advice and guidance so that they make the right choices that help them fulfil their potential.

Some of the resources and tools that follow have been developed specifically for the health sector, whilst others are more general. Together they can help people:

- make a successful application
- develop a strong CV
- write effective covering letters or speculative letters
- improve interview skills.

[NHS Jobs](#) provides advice for jobseekers including making a successful application, managing the interview and developing a career plan

The online skills health check and the CV builder, provided by Next Step, are linked to from the [Health Learning and Skills Advice Line](#) and are useful starting points. You may also want to get further advice from an adviser.

Use the following resources and tools to support people to successfully apply for new posts or find career development opportunities in the health sector.

Graduate jobs and careers information , including hundreds of job descriptions	Courses and Careers UK – FE, undergraduate and postgraduate courses, jobs and careers resources
Graduate Recruitment Bureau , plus student jobs, courses and job advice	Jobseekers Advice , with help on CV writing, interview advice, training and more
Jobsite Be my Interviewer , interactive videos to help users perfect interview techniques	Monster Job search by company, location or categories and industries, plus careers service
The Careers Group Graduate careers information, websites and jobs	Skills Development Scotland – free face to face advice, plus website and telephone helpline, including My World of Work with CV advice and job search
Joined Up For Jobs , partnership for agencies helping people into employment in Edinburgh	Careers Wales , for careers information and advice plus help on CV building/job search
PlanIT Plus online resource of careers, learning and school information, including Modern Apprenticeships	Next Step for online and face to face help with career planning, learning and finding jobs. Contact the Health Learning and Skills advice line to speak to an adviser (08000 150 850)
Advice for young people in work and careers	NHS East Midlands The Improvement Network

Returning to work in the NHS

Return to practice schemes are recognised as a cost effective way of drawing trained staff back into the health sector. It's important that people are correctly advised on issues such as:

- resuming their professional registration
- demonstrating their competence
- gaining access to refresher courses.

[NHS Careers](#) has information for qualified practitioners who are ready to return to work in the NHS. There is additional information for [returning midwives](#) and links to other UK organisations in [Scotland](#) and [Wales](#).

Refugees and overseas qualified health care professionals

There is a range of opportunities for overseas qualified healthcare professionals and refugees in the UK health sector. It is important therefore that an organisation's processes can signpost people to suitable resources and programmes to help them find employment. It is also important to realise that there are restrictions for those entering the UK from outside the EU.

Refugee doctors find success through supported NHS placements

Within the NHS there are specialist programmes for Refugee healthcare professionals (RHPs).

Read the [REACHE](#) case study to find out how opportunities exist for doctors, nurses, dentists, pharmacists and allied health professionals.

Below you will find links to information relating to:

- applying for NHS jobs outside the UK
- overseas nurses programme
- refugees / asylum seeking doctors' programme
- adapting skills of overseas educated staff
- finding UK equivalent of overseas qualifications
- routes into higher education for asylum seekers, refugees and new migrants.

National Recognition Information Centre for the UK provides information and advice on international education and training systems and overseas skills and qualifications	Refugee Healthcare Professionals Programme , supporting refugee healthcare professionals back into employment
Medical Careers , with links to career planning, specialty information, and podcasts	NHS Wales – latest news, research and jobs

Diverse Routes website for migrants, refugees, asylum seekers or EU nationals who are interested in studying at University or College in Scotland	Information on the points based system for overseas applicants
Information for international healthcare professionals	

Employment checks

It is essential that IAG processes cover the important area of employment checks.

Pre-employment checks for prospective health sector employees can include:

- verification of identity
- work permits
- qualifications
- registration
- disclosure checks.

The [NHS Employers](#) website gives information and guidance on a range of employment checks carried out in the NHS in England, and by most other health sector employers across the UK.

For further information on the disclosure checks that potential employees will be required to have before starting work, see:

Disclosure checks in England and Wales: [Guide for employers](#) and information for [CRB applicants](#)

Disclosure checks in Scotland: [Disclosure Scotland](#)

Disclosure checks in Northern Ireland: [Access NI \(ANI\)](#)