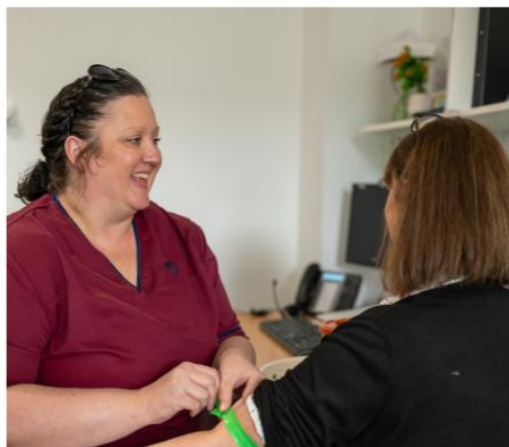


# Join us



Where  
compassion  
meets  
adventure



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## Welcome from James Goodyear, Interim Chief Executive

Thank you for your interest in this exciting position.

Orkney is a really great place to live and work. We strive to look after our community, provide excellent care and grow local talent. We are also excited by the increasing diversity that our colleagues from elsewhere in the UK and the world bring to Orkney. If it's a move you are considering, like I did, you will no doubt have a lot of questions going through your mind about what it's really like to live and work on an island and you can find out more about living and working here in our *Introduction to Orkney and NHS Orkney* section.



Below is some helpful information about working here to help you as you do your own research. I hope that you find this pack useful, and that it helps you come to the conclusion that you should apply to work here.

We are proud to employ 800 staff across our community, primary and secondary care services. We call this team, Team Orkney, recognising we are one team, all pulling in the same direction.

NHS Orkney is on an exciting journey of improvement and has a bright future. Our Promise (vision) is: 'Looking after our community and providing excellent care.' Our Corporate Strategy - called "Delivering what matters to our community: 2024-2028" is our compass and sets out our year-on-year priorities.

Our values, aligned to those of NHS Scotland, are:

- **Open and honest**
- **Respect**
- **Kindness**

Our five strategic objectives, are:

1. **Place** – by 2028 we will be a key partner in leading the delivery of place-based care which improves health outcomes and reduces health inequalities for our community
2. **People** – by 2028 we will ensure NHS Orkney is a great place to work
3. **Patient safety** – by 2028 we will consistently deliver safe and high quality care to our community
4. **Performance** – by 2028 we will within our budget, ensure our patients receive timely and equitable access to care and services and use our resources effectively
5. **Potential** – by 2028 we will ensure innovation, transformation, education and learning are at the forefront of our continuous improvement

You can read more about our Corporate Strategy on our website: <https://www.ohb.scot.nhs.uk/nhs-orkney-corporate-strategy-2024-delivering-what-matters-our-community-2024-2028>

I believe in compassionate and visible leadership and creating an open, honest and transparent culture that supports staff to innovate, feel empowered to lead and to fulfil their true potential.

I want us to have a listening and learning culture here, where staff feel supported, valued, looked after and safe speaking up when they have concerns, including those about safety, and confident knowing they will be listened to and their feedback acted on.

It is important that we consistently listen to and respond to patient and staff feedback so that we can learn and continuously improve what we do.

It is also important to me that we have an inclusive culture and one where difference is celebrated, and where staff feel comfortable bringing their whole selves to work.

The final thing I would like to say to any prospective applicant who may be considering a move to Orkney is that the islands occupy an enviable location at the North of Scotland with breath taking beaches, hills, and rolling countryside right on our doorstep. Orkney has consistently come out top in national lifestyle and happiness surveys, and with an open and vibrant community, it is the perfect location to call home within a safe and welcoming community.

This, along with Orkney's direct flight connections to other major cities in Scotland and now further afield including London, means the area can offer staff so many rewarding opportunities for those in pursuit of finding the right work-life balance. If you'd like to discuss any opportunity, please get in touch with us and we'd be pleased to discuss further.

We recognise you will have many questions for us to help you to reach the right decision about your future. I look forward to hearing from you, and I hope meeting and working with you.

We are on an exciting improvement journey – and you could be part of this.

**James Goodyear**

**Interim Chief Executive**

**NHS Orkney**





## Job Advert



### **About the Organisation:**

As Scotland's smallest health board, NHS Orkney is committed to delivering excellent care to our 22,000 residents. Whether you're new to the NHS or bringing experience from elsewhere, your skills will make a real difference.

Our modern healthcare facility, The Balfour, brings together inpatient care, emergency services, outpatient clinics, diagnostics, GP practices and the Scottish Ambulance Service. We're also investing in services across our outer isles, ensuring high-quality care reaches every corner of Orkney.

We are guided by our core values that shape everything we do – Open and honest, Respect and Kindness – from how we care for our patients to how we support each other as colleagues.

### **About Orkney:**

With over 70 islands – 20 of them inhabited – Orkney offers a unique blend of natural beauty, close-knit community and an opportunity for adventure. From dramatic coastlines and rare wildlife to rich cultural traditions and active lifestyles, it's a place where compassion thrives and every day brings something new. Regularly named one of the UK's best places to live, Orkney offers a lifestyle that's both fulfilling and inspiring.

### **The Position:**

As the Clinical Education Facilitator, you will lead the delivery of high-quality, evidence-based education for nurses, midwives, and healthcare support workers across NHS Orkney. You will work closely with Robert Gordon University and Public Services Delivery Scotland to ensure that student placements meet both national and local standards, while also guiding the development of post-registration education and clear career pathways.

In this role, you will provide leadership in curriculum development, education governance, and quality assurance. You will manage the practice education team and collaborate with primary and secondary care services to strengthen postgraduate learning and support the ongoing development of nursing roles.

A key part of your work will be fostering a culture where continuous learning is encouraged and supported. Through close collaboration with academic partners, clinical teams, and other stakeholders, you will help maintain a positive, forward-looking learning environment that aligns with professional standards, supports workforce development, and contributes to safe, effective, person-centred care across NHS Orkney.

### **The Candidate:**

The successful candidate will be a Registered Nurse, educated to Master's level, with a postgraduate teaching qualification and a strong record of ongoing professional development, both clinically and academically.

They will bring significant experience in education, including developing and delivering training programmes, facilitating learning in clinical practice, and contributing to curriculum or workforce development. Experience in line management, budget oversight, and strategic leadership is essential, alongside relevant clinical expertise.

The candidate will demonstrate excellent communication, interpersonal, presentation, and facilitation skills, supported by strong digital capability, including proficiency with Microsoft Office. They will have a sound understanding of education governance, research principles, and the regulatory requirements of professional and statutory bodies.

**Location, Working Pattern and Contract Duration:**

This post will be based at **The Balfour**

The successful candidate will work: **Full Time 36 hours per week**

This post is **Permanent**

It is a condition of this employment that you must live and remain a resident within the UK for the post in which you will be employed with NHS Orkney.

**Benefits and Salary:**

Did you know NHS Scotland salaries are higher than those in England, Wales, and Northern Ireland?

The salary for this post is **Band 8a** and if residing on Orkney, you'll also receive a **Distant Islands Allowance of £1,719** pro rata per annum, adding extra value to your rewarding career with us.

NHS Orkney also offers an attractive pension scheme, wide range of work life balance policies, employee assistance programme and various discounts to both local and national retailers.

**Further Information:**

If you share our vision and are ready to be part of Team Orkney, we'd love to hear from you. Your rewarding career starts here!

We are happy to consider any reasonable adjustments that candidates may need during the recruitment process, and you will be asked whether you require any during your application. If there are additional requirements you would like to request, please contact [ork.recruitment@nhs.scot](mailto:ork.recruitment@nhs.scot)

For further guidance on the recruitment process and tips for creating a strong application, please refer to our Candidate Application Pack.

**To find out more about this opportunity please contact Samantha Thomas, Director of Nursing, Midwifery, Allied Health Professionals and Chief Officer for Acute Services on [samantha.thomas2@nhs.scot](mailto:samantha.thomas2@nhs.scot)**

This post is subject to a Disclosure Scotland check.

NHS Orkney is an equal opportunities employer committed to advancing equality and particularly welcomes applications from groups of people currently underrepresented within the workforce. We are a committed participant in the Disability Confident Leader Scheme and guarantee to interview all disabled applicants who meet the minimum essential criteria for our vacancies.

**Artificial Intelligence (AI)** - Candidates should provide original and authentic responses to all questions within the application form. The use of artificial intelligence (AI), automated tools, or other third-party assistance to generate, draft, or significantly modify responses is strongly discouraged. By submitting your application, you confirm that all answers are your own work, reflect your personal knowledge, skills and experience, and have not been solely produced or altered by AI or similar technologies.

**Failure to comply with this requirement may result in your application being withdrawn from the application process.**

***Please note this advert may close early if sufficient applications are received.***

**Please note this post is eligible for relocation assistance**

**Interviews will take place in person at The Balfour – Date is to be confirmed**

# Job Description

<b>1. JOB DETAILS</b>	
<b>JOB TITLE</b>	Clinical Education Facilitator
<b>SERVICE</b>	NHS Orkney
<b>DEPARTMENT</b>	Practice Education
<b>GRADE</b>	Band 8a
<b>LOCATION</b>	The Balfour
<b>REPORTING TO</b>	Executive Director of Nursing, Midwifery & AHP

## **2. JOB PURPOSE**

The Clinical Education Facilitator plays a vital role in ensuring the delivery of high-quality, evidence-based education for nurses, midwives, and healthcare support workers across NHS Orkney. As a strategic partner with Robert Gordon University and NHS Education for Scotland, the Clinical Education Facilitator ensures that pre-registration student placements meet national and local standards, while also leading the development of post-registration education and career pathways.

This role addresses the growing need for a skilled, adaptable workforce by providing leadership in curriculum development, educational governance, and quality assurance. The Clinical Education Facilitator manages the practice education team and supports both primary and secondary care services in enhancing postgraduate education and transforming nursing roles.

By fostering a culture of continuous learning and improvement, the Clinical Education Facilitator ensures that staff are equipped to deliver safe, effective, and person-centred care. Through collaboration with academic institutions and stakeholders, the role maintains alignment with professional standards and sustains a dynamic, supportive learning environment that underpins workforce development and service excellence.

## **3. DIMENSIONS**

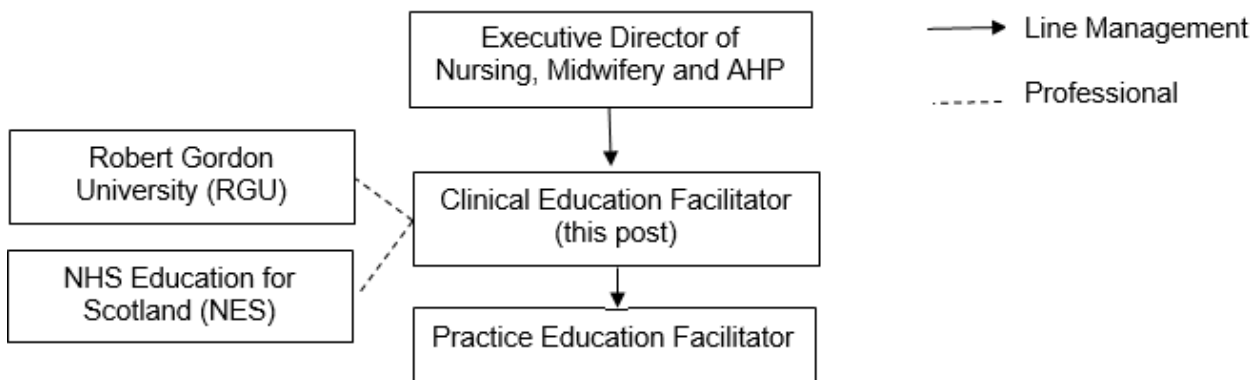
The Clinical Education Facilitator has a strategic and operational remit across all areas of NHS Orkney, including primary and secondary care.

Key responsibilities include:

- Line management of the NHS Orkney Practice Education Team, currently comprising Clinical Skills Facilitator, Practice Education Facilitator, Resuscitation Officer and Administrative staff. Oversight of approximately 50 pre-registration nursing and midwifery students annually across a range of clinical placements.
- Coordination of post-registration education and development for over 300 registered nurses, midwives and Health Care Support Workers.
- Management of an education and training budget of approximately £80,000 ensuring effective financial governance and reporting.

- Representation of NHS Orkney at the Nursing and Midwifery Advisory Committee (NAMAC) and other national education forums.
- Engagement with a wide range of stakeholders including Acute Hospital Services, Primary and Community Services, Mental Health, Learning Disabilities, Public Health, and third sector partners.
- Responsibility for ensuring that all clinical placements meet nationally and locally agreed quality standards, including compliance with NMC requirements and Quality Management of the Practice Learning Environment (QMPLE) standards.
- This role is central to shaping the nursing and midwifery workforce through leadership in education strategy, workforce development, and academic-clinical collaboration.

#### 4. ORAGNISATIONAL POSITION



#### 5. ROLE OF DEPARTMENT

The Practice Education Department supports the delivery of evidence-based practice through clinical teaching for both pre- and post-registration nurses and midwives. It promotes the use of national resources such as the NES NMAHP Career Framework and the TURAS platform, and serves as the organisational link to Robert Gordon University (RGU) for nursing and midwifery education programmes.

The department plays an active role in the preparation, delivery, and evaluation of local nursing and midwifery training, ensuring that staff and students are equipped to provide safe, effective care and contribute to continuous quality improvement. It also influences curriculum development and offers expert guidance on clinical and educational matters.

In collaboration with clinical teams, the department supports the fulfilment of training responsibilities and contributes to the development of career pathways. This is achieved through the implementation of educational initiatives and the provision of diverse learning resources, with a strong emphasis on digital and accessible formats.

#### 6. KEY RESULT AREAS

**Education for Quality and Workforce Development**

- To support nurses and midwives in accessing education and continuing professional development to enhance clinical effectiveness, quality improvement, and patient experience. Ensure compliance with NMC standards through ongoing educational support and leadership in multidisciplinary learning initiatives.
- Identify and address workforce learning needs, offering guidance to senior staff on mentoring, coaching, and creating positive learning environments. Collaborate with service managers, HR, and Higher Education Institutes to support talent development, quality assurance, and Recognition of Prior Learning for career progression.

### **Scholarship and Research**

- Lead and coordinate audits and evaluations of workplace learning to improve care quality and patient experience. Develop and refine strategies to ensure equitable access to education and measure the impact of initiatives. Promote education governance and apply research to enhance practice learning.

### **Clinical Education Facilitator Responsibilities**

- Provide leadership and oversight to direct reports, including appraisals and development planning. Implement governance frameworks to meet NMC standards for student supervision and assessment, including placement audits.
- Support the development of clinical and resuscitation education, identify trends in lifelong learning, and ensure training meets workforce needs through collaboration with Robert Gordon University, NES, and local managers. Promote quality assurance and continuous improvement in educational delivery.
- Ensure effective governance of externally delivered programmes and contribute to reporting on progress and outcomes to NES and NHS Board committees.

### **Strategy, Service Development and Leadership**

- Work with the Executive Director of NMAHP to shape NHS Orkney's education agenda. Lead the Practice Education Team and maintain strong partnerships with Higher Education Institutes and NES. Oversee planning and delivery of education aligned with national frameworks and local priorities.
- Facilitate collaboration between placement providers and education institutions to optimise placement capacity. Chair the Educational Steering Group and represent NHS Orkney at national forums to influence policy and secure funding for remote and rural education.
- Support staff development, succession planning, and service sustainability through evidence-based training plans and strategic funding applications.

### **Partnerships and Collaborative Working**

- Engage with local and national stakeholders to provide career guidance and support education pathways. Develop a strong evidence base for training plans and promote multidisciplinary education initiatives.
- Commission training in collaboration with partners and represent NHS Orkney in national forums. Work with interdisciplinary teams to support clinical development across services.

### **Reporting, Recording and Monitoring**

- Assess and analyse the training and development needs of staff involved in delivering education. Prepare tailored materials—such as briefing papers, evaluation reports, and

annual summaries—to support strategic decision-making and continuous improvement across stakeholder groups.

### **Governance**

- Ensure sound financial governance by monitoring and reporting financial data, and recommending efficiencies where appropriate. Maintain up-to-date professional knowledge, with a focus on educational best practices, innovation, and digital transformation.
- Support direct reports through career development, appraisals, and revalidation. Promote inclusive and accessible learning by providing appropriate support and adjustments to enhance educational outcomes. Oversee the work of Practice Education Facilitators (PEFs), ensuring alignment with the Quality Management of the Practice Learning Environment (QMPLE) standards and effective support for students and Practice Assessors/Supervisors.

## **7a. EQUIPMENT AND MACHINERY**

The Clinical Education Facilitator is expected to use a range of IT and computer systems on a regular basis for routine work activities:

Use of office-based equipment

PC

Telephone

Video Conference Equipment

Clinical Equipment for training purposes

## **7b. SYSTEMS**

Microsoft Office and Teams

TURAS digital platform

Utilisation of data and information systems relevant to role

Quality Management of the Practice Learning Environment (QMPLE)

Audit Tools

Advanced use of presentation systems

RGU Campus Moodle and university systems

Educational Governance tools

## **8. ASSIGNMENT AND REVIEW OF WORK**

The Clinical Education Facilitator will have a high level of autonomy and will be responsible for planning, prioritising and allocating their own work, with the freedom to initiate, implement and deliver outcomes within their area.

Work will largely be determined by professional, political, and educational regulations and initiatives and local implementation in conjunction with the Executive Director for Nursing, Midwifery, AHPs and acute services.

The Clinical Education Facilitator will be expected to ensure that practice education initiatives are supported, alongside relevant national policy and professional regulation.

The Clinical Education Facilitator will work autonomously in planning, prioritising, and setting objectives for his/her own work with the Executive Director for Nursing, Midwifery, AHPs and acute services.

Elements of work will be delegated to members of their team as appropriate.

In addition to operational line management, support and leadership will be available from the North Senior Educator employed by NES and the Academic Team Lead for Practice Learning, Robert Gordon University (RGU). Much of the Clinical Education Facilitator's day to day work will be self-directed, requiring self-motivation and prioritisation skills to meet organisational goals.

RGU and NES will directly input to the annual work plan and appraisal process. The input from RGU will include agreeing objectives and monitoring work performance e.g. review of programme delivery.

Monitoring the performance of students by close liaison with Practice Assessors/Practice Supervisors, Senior Charge Nurses and Community Team Leads.

Providing feedback to staff and managers and helping them to find solutions to issues that arise, such as providing advice and support relating to performance of students

## **10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB**

The Clinical Education Facilitator must be able to work independently, using personal professional credibility to influence change and embed continuous improvement in practice.

Identifying opportunities for partnership working in the field of education across a range of professional groups and agencies.

Building effective working relationships with staff and colleagues in supporting learning both locally and nationally, whilst managing time effectively to achieve required objectives.

Evaluate partnership working as a result of both formal and informal feedback and make suggestions for improvements as necessary.

Balancing the need for increased participation in educational activities whilst ensuring quality of healthcare provision by the Nursing and Midwifery workforce.

Balancing the need for increasing the availability of practice placements while ensuring consistency in the quality of placements.

Supporting recovery and extending the breadth and capacity for practice learning experiences into contemporary health and care environments

## **11. COMMUNICATIONS AND RELATIONSHIPS**

To be effective, the Clinical Education Facilitator must demonstrate excellent communication skills—verbal, non-verbal, written, and presentational—adaptable to a variety of professional contexts.

The Clinical Education Facilitator will take a lead role in the maintenance of a collaborative partnership between NHS Orkney and Higher Education Institution providers, (HEIs) e.g. RGU and NES by contributing to operational group meetings and strategic meetings as required on a range of educational initiatives. Demonstrating in partnership with a proven ability to negotiate, influence,

motivate, persuade and deliver results through others and in partnership using highly developed interpersonal skills which encourage and facilitate ownership and commitment e.g. to take a leadership role in supporting complex causes for concern, influencing curriculum development and service requirements with partner education institutes and placement capacity issues. For example, a recurring pattern of student feedback indicating inadequate supervision or support during clinical placements, which may highlight issues with placement quality, mentor preparedness, or capacity constraints. This type of concern would require the Clinical Education Facilitator to work collaboratively with Higher Education Institutions (HEIs) and clinical teams to investigate the root causes, influence curriculum adjustments or placement planning, negotiate improvements in support structures and ensure alignment with national standards and student expectations.

Liaising with RGU regarding practice placement issues e.g. discussing student performance with personal tutors in RGU, Practice Assessors/Supervisors and line managers, helping to solve problems by negotiating actions to be taken in cases of underperformance.

Playing a lead role in the organisation and management of formal clinical and academic learning environments that support strategic training plans and operational objectives with NES, Higher Education Institutes and NHS staff. Facilitating presentations to a wide variety of audiences for example Multi agency teams, Nursing Staff, Medical staff and students.

Representing practice education at Board level including attendance at clinical quality group and staff governance committee. Chairs meetings and working groups relating to practice education activities e.g., Practice Education Forum, implementation of national workstream directives, local initiatives.

Deputises for the Executive Director of Nursing, Midwifery, AHP's and Acute Services to represent NHS Orkney and Practice Education e.g., National meetings, NES Forums, Return to Practice.

Providing pastoral care and support to students on clinical placement for example, supporting and reassuring distressed students on a wide range of personal and professional issues.

## **12. PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMENTAL DEMANDS OF THE JOB**

### **Physical skills**

Standard keyboard skills.

### **Physical effort**

Lifting/moving stationery items, course equipment and materials such as laptops/projectors etc

Standing for lengthy periods while delivering tutorials/presentations

### **Mental effort**

The role requires a high level of intellectual engagement and, at times, prolonged concentration. It involves analysing complex information to inform strategic plans and actions, often requiring creative problem-solving and adaptability in communication style depending on the audience or task. For example, interpreting national policy changes and translating them into actionable local education strategies demands both analytical precision and innovative thinking.

Workloads can be unpredictable, with frequent interruptions that require rapid task-switching. The ability to multitask and manage complex issues is essential, particularly when participating in

meetings, responding to urgent queries, and supporting team members simultaneously. The role also involves fostering creativity and innovation within the team to continuously improve educational practices and outcomes.

### **Emotional effort**

This role demands resilience and diplomacy, particularly when leading change in the face of resistance or navigating differing, strongly held viewpoints. There is occasional exposure to emotionally challenging situations, and the post holder is expected to support others in delivering education where conflict or distress may arise.

A professional and empathetic approach is essential when addressing contentious issues with individuals or teams. For example, the post holder may be called upon to support a student who is visibly distressed after receiving critical feedback during a clinical placement. In such cases, the post holder must listen actively, provide reassurance, and help the student reflect constructively on the experience. This includes liaising with academic and clinical staff to ensure the student receives appropriate support and guidance moving forward.

The role also involves addressing the emotional needs of staff during periods of stress, such as service changes, and managing difficult conversations around performance or improvement areas with sensitivity and transparency.

### **Working Conditions**

Standard office conditions with flexibility to make best use of time.

## **13. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB**

- Highly developed specialist knowledge, underpinned by theory and experience Professional knowledge acquired through degree/diploma supplemented by specialist training or equivalent experience to master's level equivalent
- The Clinical Education Facilitator will hold current registration with the Nursing and Midwifery Council and hold a Masters level qualification and relevant Post graduate Teaching Certificate or equivalent.
- The Clinical Education Facilitator will have an extensive knowledge in the area they cover.
- Evidence of continuing professional development such as coaching skills, advanced facilitation skills, quality improvement, change management and project management.
- Experience of line management / leadership and budget management role and impact on the organisation.
- Knowledge of TURAS and KSF.
- Knowledge of improvement methodology.

<b>Job Description Agreement</b>	
Job Holder's Signature	Date:
Head of Department Signature	Date:

## Person Specification

**Job Title:** Clinical Education Facilitator  
**Department:** Practice Education  
**Location:** The Balfour

FACTOR	ESSENTIAL	DESIRABLE
<b>EXPERIENCE</b>	<p>Experience within an education role.</p> <p>Experience in budget management and strategic leadership.</p> <p>Experience of line management and leadership</p> <p>Experience of developing and delivering training programmes.</p> <p>Experience in, and commitment to, teaching facilitation or learning and development in clinical practice.</p> <p>Relevant experience within area of clinical expertise.</p>	Experience of being involved in or introducing change within a service setting.
<b>QUALIFICATIONS TRAINING RESEARCH PUBLICATIONS</b>	<p>Registered Nurse with an appropriate nursing or midwifery qualification, educates to Masters degree level.</p> <p>Post graduate teaching qualification.</p> <p>Evidence of post registration learning, education and development clinically and academically.</p>	
<b>KNOWLEDGE AND SKILLS</b>	<p>Good written, interpersonal, presentation and facilitation skills.</p> <p>Good computer skills e.g. Microsoft Office packages.</p> <p>Knowledge of relevant legislation and requirements of statutory bodies relating to education of nurses, other professions and students.</p>	

	<p>Highly developed communication and interpersonal skills.</p> <p>Ability to account for performance.</p> <p>Ability to be adaptable to gain support and influence improvements.</p> <p>Working knowledge of research and education governance.</p>	
<b>DISPOSITION</b>	<p>Good attention to detail.</p> <p>Flexibility.</p> <p>Good team working skills.</p> <p>Commitment to service excellence and people/team development</p> <p>High degree of self awareness – know own strengths and limitations.</p> <p>Demonstratable ability to manage self.</p> <p>Demonstratable evidence of drive for improvement.</p> <p>Demonstratable evidence of high sense of integrity.</p>	

## Introduction to Orkney and NHS Orkney



Lying off the northern coast of Scotland, between John O’Groats and the Shetland Isles, Orkney is an archipelago of over 70 beautiful islands; 17 of which are inhabited. The total population is approximately 22,000, with most people living on the Orkney Mainland. Kirkwall, the capital with its spectacular red sandstone 12th-century cathedral and a population of 7,500, is the administrative centre of Orkney with a good mixture of shops, supermarkets, and businesses.

Orkney is a wonderful place to live and offers excellent schools and leisure facilities, low pollution, low crime, unique wildlife, and amazing scenery. Although remote, there are excellent transport connections with numerous flights to Aberdeen, Glasgow, Edinburgh, and Inverness every day. There are ferry services to Aberdeen, Scrabster, and Gills Bay, and of course to the smaller isles in Orkney.

Orkney’s economy is based on agriculture, generating some £30 million per year. Farmers breed and rear beef cattle, dairy cows, and sheep of the highest standard. Orkney has international recognition for its food, with cheese, beef, lamb, and fish produce becoming well known; not to mention whiskey, beer, and gin. Tourism, oil, and the renewable energy sectors are increasingly important. Orkney is at the forefront of the renewable wave and tidal energy drive in the UK.

Kirkwall is a great place for children and a wonderful environment for a family. There is a very strong community spirit with a wide range of cultural and sporting activities for adults and children. Schools in Orkney are very good, with no private fees. Imagine all of this within walking distance of your home and workplace. For residents and visitors there is so much to see and do: playing a round of golf, fishing, kayaking, walking, cycling, diving, wind surfing and horse riding are but a few. The Pickaquoy Centre provides a modern well-equipped sports facility, swimming pool and entertainment centre. There are many cultural activities, with annual music, jazz and science festivals attended by internationally renowned artists and scientists. There is an extremely wide variety of activities for children and young people. Homes are very affordable and with little traffic, travelling around the islands is easy.



According to the 2020 Bank of Scotland quality of life survey, for eight years in a row Orkney was crowned the best place to live in Scotland. The island took the top prize due to high employment levels, low crime rates, smaller primary class sizes along with good health and happiness scores. With its strong sense of community, picturesque landscape and rich archaeological treasures, the archipelago frequently wins the hearts of visitors.

Not only is Orkney one of the most affordable places to live in the UK, it also has one of the highest employment rates, with 88 per cent of residents between 16 and 64 currently in work. The low crime rate means that many people do not even lock their front doors to allow the postie to place the post and packages inside the door. As for overall wellbeing, more than nine in 10 Orkney residents report good or fairly good health.

To find out more about living and working in Orkney go to [www.orkney.com](http://www.orkney.com) or [www.orkneycommunities.co.uk](http://www.orkneycommunities.co.uk) and learn more about NHS Orkney at [www.ohb.scot.nhs.uk](http://www.ohb.scot.nhs.uk).



## Recruitment Process

The NHS Scotland Everyone Matters 2020 Workforce Vision outlines the commitment the Scottish Government has in putting people at the centre of everything the NHS in Scotland does. Working to a common set of values, the vision will continue to modernise the way we work, embracing technology and digital transformation.

All vacancies will be advertised on NHS Scotland's recruitment website:

<https://apply.jobs.scot.nhs.uk/>

Internal vacancies will be advertised on NHS Scotland's internal recruitment website:

<https://apply.jobs.scot.nhs.uk/internal/>

CVs are not accepted as a form of application; NHS Scotland's electronic application form must be used on the above links.

All adverts will close at midnight on the advertised closing date.

Our selection process will consist of the following assessments:

- **Application short listing** – application forms are reviewed and those meeting the role requirements will be invited to a competency-based interview
- **Interview/Assessment** – competency-based interviews have a focus on NHS Orkney's core values and the candidate's technical expertise. The interview may also include a role specific test or a presentation topic.

Any job offer will be subject to meeting the conditions of NHS Orkney's safer pre- and post-employment checks policy:

- **Employment references** - references should include current and previous employers covering the last 3 years of your employment history
- **Evidence of qualifications** – candidates will be required to provide evidence of their qualifications, including proof of professional registration if required
- **Medical assessment** – the Occupational Health service will make an assessment on your fitness to carry out the information provided in a questionnaire. In certain circumstances further information is required and Occupational Health may contact you by telephone or request that you attend for an appointment
- **Criminal conviction check** – all applicants who apply for posts which are exempt from the Rehabilitation of Offenders Act 1974 and who will have access to patients during their employment will be required to consent to a Disclosure Scotland Criminal Records Check or join the Protection of Vulnerable Groups Scheme.
- **Immigration, Asylum and Nationality Act 2007 – Prevention of illegal working** – candidates must be eligible to work in the UK, evidence of this must be provided.

For any queries relating to this vacancy, or our Recruitment Process, please email

[ork.recruitment@nhs.scot](mailto:ork.recruitment@nhs.scot)

## Equality and Diversity

NHS Orkney is committed to Equality & Diversity <https://www.ohb.scot.nhs.uk/about-us/equality-and-diversity>