

**Systemic Family  
Psychotherapist -  
CAMHS**

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## Welcome from Michael Dickson, Chief Executive

Thank you for your interest in this position.

Considering a move to somewhere like Orkney can feel like a daunting decision, what will it be like? Where will I live? What about Schools and childcare? Why should I come to Orkney?

We have tried to answer some of these questions and give you some information about living and working in Orkney and further details about NHS Orkney. I hope that you find this pack useful and it helps you come to the conclusion that you should apply to work with us.



NHS Orkney is committed to the delivery of high-quality, safe, and effective care for all that need us. We are proud to employ about 700 staff across our community, primary and secondary care services.

NHS Orkney has seen significant changes in how we deliver services to our community with a real focus on providing care in Orkney and ideally in their own home. The pace of change will continue to accelerate driven by the committed staff who are keen to adopt new and innovative ways of working without losing what is special to working in Orkney, our community. I am committed to working in an open, honest and transparent way that supports staff to innovate, be bold and be brave knowing that not everything we do turns out as we intended, and it is important that we learn from these events so we can continue to improve what we do. NHS Orkney has a clear set of core values and these drive all we do:

- Care and Compassion
- Dignity and Respect
- Quality and Teamwork
- Openness, Honesty and Responsibility

The final thing I would like to say to any prospective applicant is that Orkney occupies an enviable location at the north of Scotland with breath taking beaches, hills, mountains and rolling countryside right on our doorstep. Orkney has consistently come out top in national lifestyle and happiness surveys, with an open and vibrant community, it is the perfect location to provide a safe and welcoming home. This, along with Orkney's direct flight connections to other major cities in Scotland, means the area can offer employees plenty of opportunities for those in pursuit of finding the right work-life balance.

Michael Dickson  
Chief Executive  
NHS Orkney



## Job Advert



**Systemic Family Psychotherapist – CAMHS**  
**Band 8a £52,279 - £53,330 including Distant Islands Allowance**  
**Part time 16 hours per week**  
**Permanent**  
**Relocation assistance may be available\***

### **Make a Difference to Young Lives in the Best Place in Scotland to Live!**

The Child and Adolescent Mental Health Service (CAMHS) in Orkney is currently a small team. A significant investment from the Scottish government has helped CAMHS undergo redesign and a number of new additional posts will be advertised, substantially increasing the strength of the workforce, thus increasing the scope of services available locally to our children and young people. We work collaboratively with other local services and North of Scotland regional network. You would be an integral member of the specialist CAMHS services providing excellent patient-centred care for children with mental health problems and families in our community.

NHS Orkney provides you with a fantastic opportunity to work as a Systemic and family Psychotherapist in CAMHS services. Voted the best place to live in the Bank of Scotland Quality of Life Survey, for the eighth year in a row, Orkney is a fantastic place to live and work! 22,000 people call Orkney home, with most of those living in the Mainland, Orkney's biggest island. Kirkwall is the largest town, a cathedral city with 7,500 people, and home to a large sports centre, large supermarkets, and high street and independent shops, as well as our brand new hospital.

This is a close-knit, friendly community, where crime is lower than anywhere else in the country, average house prices are low, and where unrivalled culture and history rub shoulders with cutting-edge, modern industry.

Come and live an unparalleled lifestyle in Orkney and make a real difference to our young people.

The role includes direct clinical work as well as supervision and consultative work. Previous experience of working with children and adolescents is essential. Experience of working collaboratively with other professional groups and partner agencies, demonstrable research and audit experience will be an advantage. The post holder will require a high degree of professional autonomy and self-management, and will be required to account for their professional practice through appraisal and audit.

Applicants should possess an undergraduate degree or equivalent in a relevant field of mental health or social care. In addition, you should have completed the 4 year post graduate Association of Family Therapy and Systemic Practice (AFT) training to Masters/Doctorate level (at all accredited levels: Foundation, Intermediate and Qualifying level). Applicants who are currently working towards this qualification will be considered.

Remote and hybrid working will be considered.

**For informal discussion please contact Dr Chetana Patil, Clinical Director or Lynda Bradford, Head of Health and Community Care on 01856873535**

This post is subject to a PVG Record Check

\*An excellent relocation package of up to £8,000 is available depending on eligibility. Distant Islands Allowance for residents, currently £1,314 pro rata per annum, is also included into the NHS Orkney Salary.

# Job Description

<b>1. JOB DETAILS</b>	
<b>JOB TITLE</b>	Systemic Family Psychotherapist
<b>SERVICE</b>	Community Mental Health Team
<b>GRADE</b>	Band 8a
<b>LOCATION</b>	The Balfour/Vaenta
<b>REPORTING TO</b>	Service Manager – Mental Health
<b>ACCOUNTABLE TO</b>	Clinical Psychologist - CAMHS

## **2. JOB PURPOSE**

To undertake detailed and highly specialist systemic psychotherapeutic assessment of children and families experiencing severe and enduring mental health problems inclusive of risk issues, using such assessment procedures as may be appropriate.

Be responsible for implementing a range of systemic interventions for individuals, their families and relevant others, adjusting and refining systemic formulations as required.

Work autonomously within professional guidelines and exercise responsibility for the systematic governance of systemic and family psychotherapy practice within the service.

Maintain competency requirements for the post role through supervision annual appraisal and undertaking agreed training and development.

Work collaboratively as part of a multidisciplinary team in the specialist CAMHS Service and be a source of expertise on systemic skills and approaches to the universal workforce around the child and family.

Ensure systems are in place and working effectively for the clinical and professional supervision, training and teaching of other professionals as required.

Ensure theory, research and audit informs and supports quality and best practice initiatives within the wider CAMHS service.

## **3. DIMENSIONS**

The post holder will be responsible for implementing a range of systemic interventions for individuals, their families and relevant others, adjusting and refining systemic formulations as required.

The post holder will work autonomously within professional guidelines and exercise responsibility for the systematic governance of systemic and family psychotherapy practice within the service.

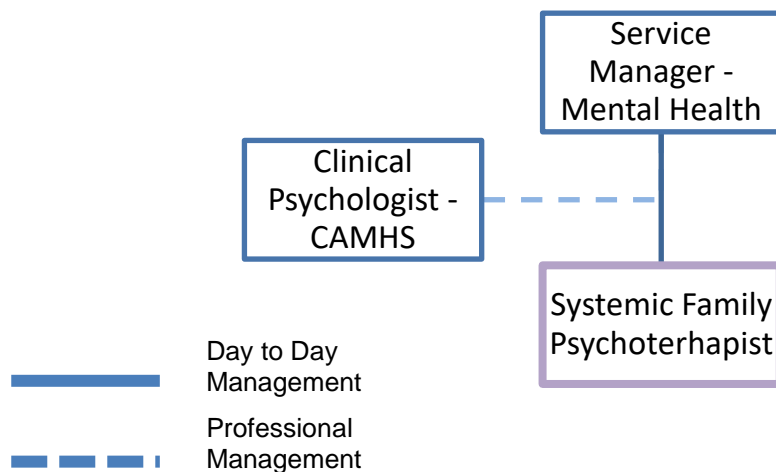
Maintenance of competency requirements for the post role is required through supervision annual appraisal and undertaking agreed training and development.

The post holder will work collaboratively as part of a multidisciplinary team in the specialist CAMHS Service and be a source of expertise on systemic skills and approaches to the universal workforce around the child and family.

The post holder will ensure systems are in place and working effectively for the clinical and professional supervision, training and teaching of other professionals as required.

The post holder will ensure theory, research and audit informs and supports quality and best practice initiatives within the wider CAMHS service.

#### 4. ORGANISATION CHART



#### 5. ROLE OF THE DEPARTMENT

The role of the department is to provide care for patients assessed as Tier 3 or Tier 4. The service provision is delivered in the community and comprises of Psychiatry, Psychology, Nursing and AHP professions and is further supported by a SLA with NHS Grampian.

#### 6. KEY RESULT AREAS

##### Clinical Responsibilities:

Support to Children/families and professionals which will necessitate drawing from a broad spectrum of systemic models and highly complex factors concerning historical and developmental processes which have shaped the individual, family or group.

Have face to face or virtual contact with children and families to discuss and work through sensitive and personal information related to their mental health presentation. Include the completion of personal and relational development, genograms, eco-maps, analysis and assessment of multiple levels of contextual meaning, deconstruction of current interactional patterns of behaviour and meaning, creating methods for client centred analysis of change, through the use of live team observations, videotape analysis, and other systemic assessment tools.

Design, develop and deliver assessment, treatment interventions, and agreed packages of care, to children and families with complex problems across the developmental and mental health spectrum and prioritise and manage these within the context and environments of multidisciplinary working.

Draw upon assessment findings to provide verbal and written systemic formulations which aid evidence based clinical interventions for children, families and other professionals presenting with

highly complex problems. This will involve integrating and interpreting a range of highly complex material, across different contexts and at different levels of meaning.

Exercise autonomous professional responsibility for the assessment, treatment and discharge of clients whose problems are managed by systemic and family therapy based intervention plans.

Provide highly specialist one-to-one clinical consultations to other clinical staff on the use of family therapy and systemic psychotherapy techniques, and where appropriate, for working jointly with other team members in the provision of individual and group based programmes.

Participate in multidisciplinary meetings, child protection and relevant GIRFEC case reviews to provide professional advice on individual care programme planning and other clinical matters as necessary. When required/appropriate lead and chair said procedures.

## **7. DECISIONS & JUDGMENTS**

Provide assessments of clients and their families with complex presentations referred, based upon the appropriate use, interpretation and integration of data/research/other assessments from a variety of sources.

Holds responsibility for own individual highly complex clinical caseload and for the clinical care delivered to clients and families, working without direct supervision and employing methods based on robust evidence

Responsible for planning and prioritising own patient workload in relation to other duties of the post.

Be informed of other clinical interventions and modalities to engage with colleagues and their clients appropriately.

Responsible for making clinical judgements about appropriate interventions in cases where expert opinions may differ (e.g. other professionals may disagree with the post holder's findings and suggestions)

Be a highly specialist resource in systemic skills and knowledge for colleagues in the NHS Orkney 0-18 years service. Providing supervision and support to others pan Orkney as required and in keeping with the codes of professional and ethical practice as defined by the AFT and UKCP.

Provide consultation clinics for non-systemic and family psychotherapy trained colleagues who attend to discuss and seek advice from post-holder on systemic skills and approaches which could be helpful to the care and interventions used with clients with whom they work. This requires the post-holder to use best judgment to provide clinical opinion.

The post holder will be responsible for managing their own time to ensure that they carry out all non-clinical duties of the post e.g. teaching, training, research and audit, attendance at professional meetings in a timely and effective manner

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

Initiate and participate in evaluating systemic approaches within particular areas of the service and propose changes to the current practice so that the effects go beyond individual cases and improve the effective running of that service for the individuals, children, young people and/or their families.

Be a consumer and influencer of national and local strategy relating to areas of expertise

Contribute to the development of the evidence base for Systemic Family Therapy

Be an active participant and advocate for the CAMHS redesign implementation phase and beyond, supporting others contain stress associated with organisational change.

Provide professional support and clinical supervision for Systemic and Family Psychotherapists Band 7 and below in their delivery of clinical and cross system services.

Provide case consultancy to other professionals both those trained in systemic approaches to practice and those not so trained but working with complex cases so that shared learning in systemic approaches to care can be disseminated into the universal workforce.

Participate in recruitment and retention process as delegated.

Ensure compliance (own and of the professional staff for whom the potholder has a delegated responsibility) with the agreed national and local standards of clinical record keeping, storage of clinical records and release of patient / clinical information.

Interpret and analyse a range of data which informs individual service planning and supports the Service Manager and CAMHS clinical lead in wider cross system discussion.

To provide reports, including those for the courts and child protection conferences concerning highly complex circumstances. Provide high quality reports as requested by Children's Reporter and Procurators Fiscal

To work autonomously within professional guidelines and exercise responsibility for the systematic governance of systemic and family psychotherapy practice within the service

Responsible for the planning, management, and prioritisation of a clinical caseload, and responsible for own professional actions

Responsible for making evaluations and decisions, including cases which do not conform easily to formulations, drawing upon own expertise about options, and offering expert opinion where other professional opinions may differ.

Advocate for systemic psychotherapeutic approaches within multidisciplinary team settings.

As the Principal Family Therapist supervise the work of less qualified post graduate or in training systemic practitioners

Maintain the highest professional standards of practice, through active participation in internal and external CPD training and development programmes, in consultation with the service and line manager.

Work autonomously and be able to make and act on own decisions; including the delegation of responsibilities within own service and other agencies.

## **9. COMMUNICATIONS AND WORKING RELATIONSHIPS**

The post holder will:

Carry out detailed and highly specialist systemic psychotherapeutic assessments and communicating the outcomes to the patients and families experiencing severe and enduring mental health problems.

Communicate with all disciplines within CAMHS i.e. Psychiatry, Psychology Nursing/Social Work and Support Worker posts. Other key professionals e.g. Paediatricians, Dieticians, Speech Therapists, GP's, School Nurses, Local Authority, Social Workers and Managers, Teachers, Educational Psychologists and Specialist Teachers. Relevant members of CMHT services e.g.

Psychiatrists, CMHT - CPNs, Drug and Alcohol Services. Contact with the aforementioned is frequent, the purpose being either in relation to direct clinical need, assessment, treatment plans, consultation, supervision and promotion of/prevention of mental health/ill health, training and teaching

Communicate promptly, clearly and sensitively with referral agents and colleagues providing clear, concise interpretations of highly complex information, advice and guidance to other professionals at all levels within the service and in partner agencies. This will include liaison and working with professional networks involved with complex issues such as those involving child protection, deliberate self-harm, violence, trauma and suicide risk.

Participate in decision making meetings and will be required to effectively convey information about sensitive and sometimes contentious issues regarding the care of clients, where there may at times be differences of opinion between professionals from different disciplines

Provide expert, highly specialist professional supervision, acting as Lead to other qualified systemic psychotherapists in ways that fit with the individual's stage of professional development and are in accordance with standards prescribed by AFT and UKCP

Engage with and contribute to the Clinical Governance requirements of the Service in accordance with NHS Orkney policies.

Be an active member of appropriate committees concerned with services to children and their families in consultation with other professional and management staff.

Ensuring that information sharing decisions reflect the law and guidance in relation to information governance and are well recorded.

Working in partnership with families using strength based approach to empower families around parenting

## **10. MOST CHALLENGING PART OF THE JOB**

Communicate within a client system with individuals who may be defending their vulnerabilities and may be communicating using behaviourally defensive communications which may present as anger/aggression which masks issues of hurt and fragile emotional states. This can require careful and sensitive analysis, interpretation and acknowledgement of these states and ability to communicate complex information in a highly hostile or emotive atmosphere.

Take a strong yet sensitive stance in their communications with client systems where problematic behaviours are beyond normative levels of risk to health and well being of those at the centre.

Adapting to the changing demands of working within a developing team/service.

Adapting strategies to the unique needs of clients/situations.

Advocating a psychological perspective in circumstances that may challenge the prevailing patterns of care or the views of others.

Support of children and vulnerable adults which could include: court appearance/reports, multi-agency meetings/forums (e.g. case conference, core group meeting) working with families identified as vulnerable/child protection issues.

## **11. SYSTEMS AND EQUIPMENT**

The postholder will be expected to be responsible and knowledgeable in the safe use of all clinical and non-clinical equipment used within the area, ensuring this is checked and

maintained and, where problems are identified, resolve them so that all equipment is fit for purpose.

Note: New equipment may be introduced as the organisation and technology develops. However, training will be provided.

The following are examples of systems which will be used when undertaking the role:

Supplies and equipment ordering systems

Patient information recording systems

Systems/databases for report writing as required in role

Risk assessments

Health and Safety Risk Assessments /Incident Reporting policies and procedures

Note: New systems may be introduced as the organisation and technology develops. However, training will be provided.

## **12. QUALIFICATIONS AND/OR EXPERIENCE REQUIRED FOR THIS POSITION**

The post holder requires advanced theoretical and practical specialist knowledge of family and systemic therapy acquired through a formal qualification up to doctoral degree level (or equivalent) and significant post-qualification experience within CAMHS context and supplemented by relevant specialist courses and CPD.

The specific requirements include:

### **Registration requirements:**

Current registration with UKCP and the maintenance of CPD training and practice development for registration.

Work within the professional and ethical guidelines required for continued registration with UKCP and the overarching Association of Family Therapist (AFT).

Evidence of continuing professional development as required the United Kingdom Council for Psychotherapy and the Association of Family Therapy guidelines.

Undergraduate degree or equivalent in a relevant field of mental health or social care and demonstrable and relevant post graduate practice in Child and Adolescent mental health over a minimum of four years.

Completion of the 4 year post graduate Association of Family Therapy and Systemic Practice (AFT) training to Masters/Doctorate level (at all accredited levels: Foundation, Intermediate and Qualifying Level).

Comply with NHS Orkney policies and guidelines.

### **Qualifications & knowledge:**

#### Experience

A minimum of four years clinical practice in CAMHS before commencement of the masters level training as a systemic psychotherapist

A minimum of two years post-qualification experience as a systemic psychotherapist including substantial multi-disciplinary experience of working with children and adolescents, families and

groups presenting problems that reflect the full range of clinical severity. Including a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse.

Informed knowledge of other modalities to engage appropriately with colleagues and their work clients.

Experience of teaching and training systemic psychotherapy theory, practice and principles.

Experience of working with a wide variety of client groups, across the whole life course, presenting problems which reflect the full range of clinical severity. Including a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse.

Experience of self-harm assessment and intervention with both individual child/young person and their families.

Significant experience of risk assessment and risk management.

The post holder will have the knowledge to be able to:

Undertake an assessment for Family and Systemic Psychotherapy as a therapeutic activity

Promote constructive patterns in relationships within and across systems.

Work with MDT and cross systems practitioners who become stuck or overwhelmed with case complexity and require to be supported to redress the therapeutic imbalance

Use the resources of the wider team in Family and Systemic Psychotherapy.

Explain the rationale for systemic approaches explaining to the individual, the family and the significant system how one change in the system leads to another.

Intervene in patterns (of interaction) within and across systems.

Explore differences across and within cultures in family and systemic therapy.

develop a formulation in Family and Systemic Psychotherapy, which includes themselves and, the professional systems of which they are a member.

Work across different languages in Family and Systemic Psychotherapy. Interpreters have an important role in the system and the therapist demonstrates to the client their desire to achieve a shared conceptual agreement.

Monitor and review progress in Family and Systemic Psychotherapy.

Engage significant members of the client's system.

Promote the engagement of children and adolescents in Family and Systemic Psychotherapy.

Promote change through tasks between Family and Systemic Psychotherapy sessions.

Manage the ending of Family and Systemic Psychotherapy treatment interventions.

**Qualities & skills:**

Holds autonomous responsibility for providing assessments, formulation, treatment planning and delivery for own clinical caseload.

Co-ordinating provision of specialist care with outside agencies. Taking responsibility for initiating, planning and review of care plans and giving consideration to the views of patients, their family,

carers referring agents and other professionals and agencies involved in the network of care. This includes requesting case conferences and professional network meetings where appropriate.

Provides teaching, consultation clinics or case discussions for multi-disciplinary professionals involved with the clients care across a range of agencies and settings.

Responsible for planning and providing mentorship/guidance and clinical supervision for junior grades of staff and trainees

Contributes to appropriate research including service evaluation and complex audit within the service to help develop service provision and supervises the planning of any research undertaken by trainee systemic psychotherapists.

An ongoing commitment to continuing professional development

### **13. PHYSICAL EFFORT AND SKILLS**

The post-holder will be required to be proficient in keyboard skills and have the manual dexterity to operate a personal computer. He/she will also require to be proficient in driving skills to be able to access the clinical localities using their own or pool transport.

Required to use a P.C. to collect and collate information and to assist in its interpretation, to create and deliver presentations (including providing drawings such as graphs and preparing slides using MS PowerPoint), to analyse data, and for purposes of communication. The postholder must also be able to use I.T. systems to maintain up to date records of; clinical activity/caseload/waiting lists and to report on performance within the service/team.

Expected to have a driving licence and may require to drive in very occasional wintery conditions which may arise unexpectedly

Will be required to undertake specific training, such as breakaway training and CPR.

Sitting during clinical interviews with clients; accompanying clients to and from reception; walking between clinics and meetings.

### **14. MENTAL EFFORT**

Use theory, evidence-based literature and research to support evidence based practice in work with individuals, families and their networks in line with current best practice.

Critically appraise theoretical evidence and influence practice change across the MDT and within the wider system for the benefit of the children and families.

Be a vehicle for teaching and evaluation of new ways of working relevant to systemic psychotherapy.

Undertake ongoing audit of own work and that of own area of service, meeting relevant clinical governance standards and informing service changes (e.g. audit of clinical outcomes, referral patterns, interventions and durations of contact, etc).

Participate regularly in ongoing service research and MDT/multi-centre research/audit as appropriate.

Provide research advice and support to junior staff undertaking research.

Contribute to the requirements of CPD provision and support the learning of multi-disciplinary staff team at all levels of expertise.

Work with others to develop and progress defined research projects and audits as agreed within the service area(s) (e.g. evaluation of interventions, improving understanding of relevant systems and process, exploring perceptions and experiences

**15. EMOTIONAL EFFORT**

Emotional stamina and ability to respond constructively in highly stressful situations where individuals hold very different perspectives and there is a high level of distress, ambiguity and conflict.

Manage and contain exposure to the traumatic detail of clients experiences daily/threats of physical and verbal aggression/powerful feelings and threats of litigation

Manage issues of child protection, domestic violence and family breakdown as well as client's experience of physical, sexual and emotional abuse, where these are implied and may never be disclosed.

Ability to contain and work with organisational stress and the ability to 'hold' the stress of others.

**16. WORKING CONDITIONS**

Manage and contain exposure to frequent verbal aggression and occasional threat of physical abuse.

Work in clinical/community and home settings as pertinent to the needs of the child and family ensuring appropriate risk assessment are in place but frequent exposure to unpleasant working conditions such as being in close proximity to children and families with poor personal and environmental hygiene during office and community visits which can on occasion be highly unpleasant.

Being interviewed by police and attending court as a witness in child protection cases.

Deal with an ever growing waiting list.

**To be noted this is not an exhaustive list of duties and responsibilities, and the post holder may be required to undertake other duties that fall within the grade of the job, in discussion with the service manager. This means that the job description will be reviewed regularly in the light of changing service requirements and any such changes will be discussed with the post holder.**

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

**Person Specification**

**Job Title:** Systemic Family Psychotherapist

**Department:** Community Mental Health Team

**Location:** The Balfour/Vaenta

FACTOR	ESSENTIAL	DESIRABLE
<b>EXPERIENCE</b>	<p>Informed knowledge and experience of multiple modalities to engage appropriately with colleagues and their work / clients.</p> <p>Experience of teaching and training systemic psychotherapy theory, practice and principles.</p> <p>Experience of working with a wide variety of client groups, across the whole life course, including presenting problems which reflect the full range of clinical severity / complex mental ill health and neuro-developmental disorders.</p> <p>Highly experienced in the risk assessment and risk management of complex mental ill health and / or co-morbid learning disability and / or substance misuse presentations.</p> <p>Extensive experience working in a multi-agency context.</p>	<p>Extensive post-qualification experience as a Systemic Family Psychotherapist in CAMHS.</p> <p>Extensive experience of multi-disciplinary working with children and adolescents, families and groups.</p> <p>Highly experienced in the management of challenging and distressed behaviours of children and young people.</p> <p>Highly experienced in the assessment of self-harm and suicidal intent and in commencing and advising on appropriate interventions with both individual child/young person and their families and significant others involved as partners in care.</p>
<b>QUALIFICATIONS TRAINING RESEARCH PUBLICATIONS</b>	<p>Undergraduate degree or equivalent in a relevant field of mental health or social care (Nursing, Psychology etc).</p> <p>Completion of the 4 year post graduate Association of Family Therapy and Systemic Practice (AFT) training to Masters/Doctorate level (at all accredited levels: Foundation, Intermediate and Qualifying Level).</p> <p>Current registration with the UKCP and the maintenance of CPD training and practice development for registration.</p> <p>Evidence of continuing professional development as required the United Kingdom Council for Psychotherapy and</p>	<p>Demonstrable and relevant post graduate practice in Child and Adolescent Mental Health Services.</p> <p>Registration with AFT.</p>

	the Association of Family Therapy guidelines.	
<b>KNOWLEDGE AND SKILLS</b>	Have a full understanding of the range of theoretical frameworks which influence systemic thinking about families.	
<b>PERSONAL QUALITIES/OTHER</b>	A capacity to establish priorities and organise workload effectively and efficiently.  Full Driving licence or access to transportation.	

## 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>