

Working at NHS Education for Scotland



NHS Education for Scotland is committed to creating a diverse and inclusive environment for all employees and is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment regardless of age, disability, gender identity, marital status, race, faith or belief, sexual orientation, socioeconomic background, and whether you're pregnant or on family leave.



NES is a remote-friendly organisation. We support office, remote and hybrid working. We're happy to talk about how you want to work.

About NES

NHS Education for Scotland (NES) is the national health board with statutory responsibilities to effect sustainable change through workforce development, education and training across the health and social care system in Scotland, while working at UK level with partner organisations.

We are the leader in educational design, delivery and quality assurance and provide wide-ranging support to workforce development. We are the official provider of workforce statistics for NHS Scotland and support national workforce planning. We design and develop digital technologies supporting innovation and transformation.

Our purpose is to drive change and improve the quality of care experienced by citizens across Scotland by ensuring that we have the right staff, with the right skills, in the right place, at the right time. NES is integral to improving outcomes for people and in ensuring a skilled and capable workforce underpins the design and delivery of services. As an organisation, we recognise the significant contribution we can make to improving population health, reducing inequalities and economic development.

NHS Scotland values

Our NHS Scotland values were created from the input of more than ten thousand people. The values that are shared across the NHS in Scotland are:

- care and compassion
- dignity and respect
- openness, honesty and responsibility
- quality and teamwork

Staff Wellbeing

NES recognises the need for all of us to live and work healthily. There are a range of policies, schemes, and support initiatives to help staff maintain well balanced lives, including flexible working, an Employee Assistance scheme through the Independent Counselling and Advice Service (Optima), and our carer support information.

Equality and Diversity

NES places great importance on treating people fairly, regardless of their backgrounds and respecting and valuing people's differences. Our staff networks, including LGBTQ, disability, underrepresented minority ethnic, and parents and carers groups, offer peer support and the opportunity to promote diverse voices and perspectives.

Flexible Working

The NES flexible working policy is designed to help staff achieve a healthy balance between work and home. This helps the organisation attract and retain the best staff and allows them to perform to a consistently high standard. The policy offers a range of alternative working patterns, so that staff can adapt their work when their personal circumstances change.

Learning and Development

Our learning and development team at NES provide a range of courses to help you improve your knowledge and skills and develop your career with us.