

Shape your future

Find the career for you in NHS Scotland



Careers that make a difference

Whether you're in education, searching for your first job, or thinking about changing careers, NHS Scotland offers lots of opportunities.

With over 350 different careers, you'll find one that's right for you. Now is a great time to start your career in the NHS.

A job for you, a job for all

The NHS is here for us all 24 hours a day, 365 days a year.

We're the largest employer in Scotland, with a workforce of over 177,000. We all work together to deliver high-quality services that protect the health and wellbeing of over 5 million people living in Scotland every day.

Some of the benefits of working in the NHS include:

- flexible and family-friendly working
- access to wellbeing support
- investment in workforce development
- competitive pension scheme
- access to discount schemes
- cycle to work

We're not what you think

I thought I'd need a degree to work in healthcare.

I'm not sure I have the right skills to work in the NHS.

I don't want to work on the front line. What other job opportunities are there?



Your route into the NHS

There are lots of different routes you can take to an NHS career. Not all roles need a degree.

You could do an apprenticeship or apply for a training programme. Volunteering and work experience are also good ways for you to learn about working in the NHS.



Careers that will surprise you

It might surprise you that not everyone in the NHS workforce delivers patient care on the front line. But we all contribute to making a difference and helping others.

You could be designing and developing technology or analysing and interpreting data. You might like a job testing and repairing equipment in a workshop or maintaining boilers that provide heating and hot water to a whole hospital.

Whichever role you choose, you'll be helping to deliver the best service to patients, their families, carers, and the public.

Let's explore some less well-known jobs you'll find in the NHS.

Operating department practitioner (ODP)

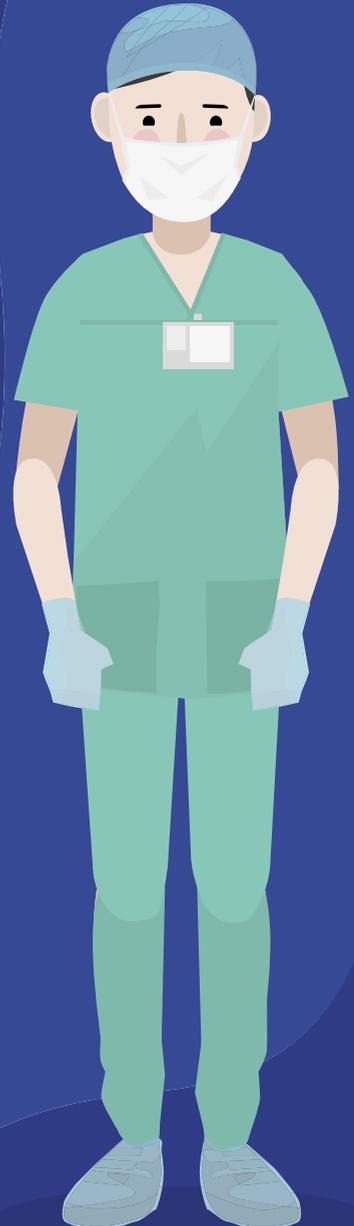
ODPs provide skilled care to patients before, during, and after their operation or surgical procedure.

You'll start your career as a trainee ODP and complete a 2-year Pre-registration Diploma in Operating Department Practice. It includes online training and practice placements, where you'll progressively gain clinical experience in anaesthetics, scrub, and recovery.

Once qualified, you must register with the Health and Care Professions Council to work in the NHS.

Learn more about becoming an operating department practitioner.

careers.nhs.scot/odp



Software engineer

In the NHS, software engineers build technology that improves the care and wellbeing of people using health and social care services.

They work in teams with other digital professionals to:

- produce clean, secure, and efficient code that meets required standards and technical specifications
- test, debug, and deploy technology solutions
- maintain and improve existing products and services

An apprenticeship could give you the skills, knowledge, and work experience you'll need to start your career journey as a software engineer.

If you decide to go to college or university, choose an HND or a degree in Software Engineering or Computer Science.

Learn more about becoming a software engineer.

careers.nhs.scot/software-engineer



Mental health nurse

Mental health nurses work in partnership with people who access mental health services. They support individualised care that promotes wellbeing and recovery.

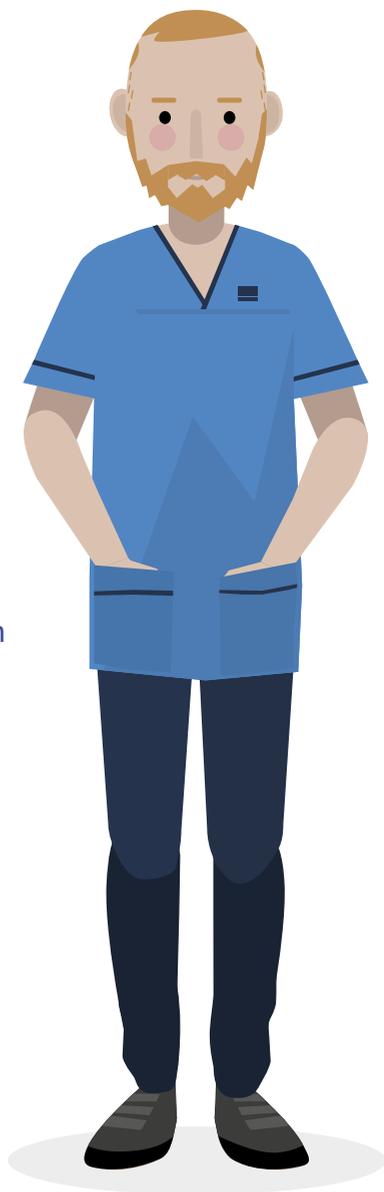
Mental health nurses work across various health and social care settings, including hospitals, prisons, communities, and people's homes.

To do this role, you'll need a Mental Health Nursing degree, leading to registration with the Nursing and Midwifery Council (NMC).

Some mental health nurses start their NHS careers as healthcare support workers. They then follow the Open University route to become a qualified nurse and register with the NMC.

Learn more about becoming a mental health nurse.

careers.nhs.scot/mental-health-nurse



Mechanical engineer

Mechanical engineers install, repair, and maintain mechanical equipment to make sure it is in working condition and can be used safely. You could work on heating, ventilation, air conditioning, hot water systems, dishwashers, sluice devices, and industrial laundry equipment.

A Modern Apprenticeship is a route to a career as a mechanical engineer in the NHS. During the 4-year programme, you'll complete an industry-recognised qualification. A qualified mechanical engineer will mentor you while you learn everything you need to know about domestic and industrial systems and mechanical equipment.

You can apply for mechanical engineering vacancies on our recruitment website if you're already qualified.

Learn more about becoming a mechanical engineer.

careers.nhs.scot/mechanical-engineer



Biomedical scientist

Biomedical scientists carry out a range of complex scientific laboratory tests and investigations to help diagnose, monitor and manage diseases. They specialise in one of four areas of biomedical science:

- blood sciences
- cell sciences
- gene sciences
- infection sciences

To do this role, you'll need a Biomedical Science degree accredited by the Institute of Biomedical Science (IBMS).

Most Biomedical Science programmes offer a clinical laboratory placement where you'll complete your IBMS Certificate of Competence Portfolio. On graduation, you'll register as a biomedical scientist with the Health and Care Professions Council.

Learn more about becoming a biomedical scientist.

careers.nhs.scot/biomedical-scientist



Information analyst

Information analysts use powerful analytics tools and modelling software to analyse and interpret data. Their findings and insights help inform decision-making, strategy, and policy that improves service delivery and reduces health inequalities.

You could start your career as an information analyst by doing an apprenticeship. If you choose to study at university, suggested degree-level programmes include:

- Mathematics and Statistics
- Data Science
- Business Information Systems
- Statistics and Operational Research
- Business Management
- Social Science

Learn more about becoming an information analyst.

careers.nhs.scot/information-analyst



Clinical associate in applied psychology (CAAP)

CAAPs are specialist mental health professionals who use psychological methods and research to offer evidence-based support. Working under the supervision of a clinical psychologist, they help people to make positive changes in their lives to improve their psychological wellbeing.

As a CAAP, you'll work in children and young people's services, primary care, or adult mental health services.

To do this role, you'll need an undergraduate Psychology degree. You must also complete an Applied Psychology master's degree accredited by the British Psychological Society (BPS).

Once you become qualified, you should join the BPS Wider Psychological Register as a CAAP.

Learn more about becoming a clinical associate in applied psychology.

careers.nhs.scot/caap



Decontamination technician

Decontamination technicians decontaminate medical devices to make sure they are sterilised and ready for reuse. There are 3 different areas of the decontamination unit, known as:

- washroom
- cleanroom
- steriliser room

As a trainee, you'll learn all the skills you need to work in each area of the unit. Throughout the training programme, you'll have a mentor and will be supported by colleagues.

Learn more about becoming a decontamination technician.
careers.nhs.scot/decontamination-technician



Communications officer

Communications officers help NHSScotland Boards to engage with their local communities, employees, other health and social care organisations, schools, the Scottish Government, and the media.

Communications officers also provide public health information and promote health and social care services, education, and training initiatives to internal and external audiences.

They use different types of media, including:

- press releases
- websites
- social media
- video and podcasts
- email marketing
- intranets
- TV and radio

You'll need a college or degree-level qualification in communications, journalism, public relations, or marketing to do this role.

Learn more about becoming a communications officer.

careers.nhs.scot/communications-officer



Podiatrist

Podiatrists diagnose and treat a wide range of mobility and medical conditions of the feet and lower limbs. They help to improve a person's movement, independence, and quality of life.

To do this role, you'll need a Podiatry degree accredited by the Health and Care Professions Council (HCPC).

Some podiatrists start their NHS careers by gaining skills and experience as podiatry support workers. Then complete a university degree programme. Podiatrists must register with the HCPC to work in the NHS.

Learn more about becoming a podiatrist.
careers.nhs.scot/podiatrist



Healthcare support worker

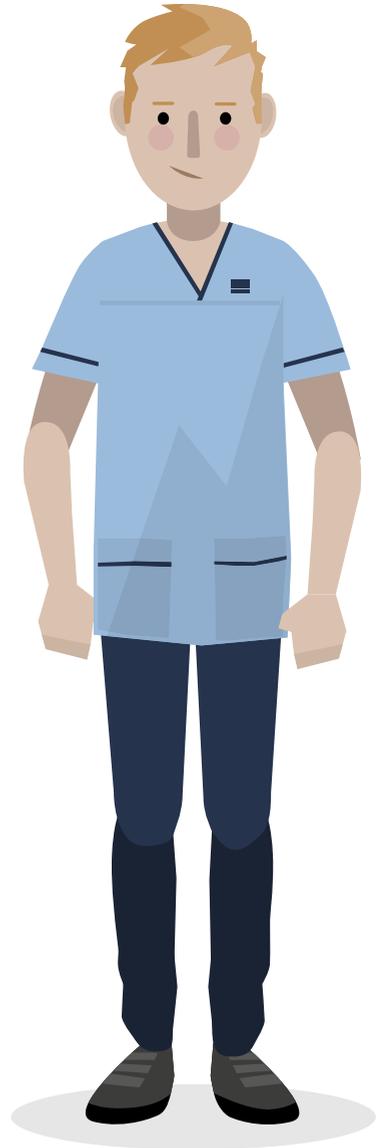
Healthcare support workers assist nurses, therapists, midwives, hospital doctors, and other health and social care professionals. They monitor patients' health and wellbeing by observing them and updating records.

Healthcare support workers also communicate with patients' carers and families, so their care reflects what matters to them as individuals.

You can start your NHS career through a Modern Apprenticeship or by applying for a healthcare support worker vacancy.

Learn more about becoming a healthcare support worker.

careers.nhs.scot/hcsw



Clinical psychologist

Clinical psychologists use an understanding of psychological methods and research to work with people affected by a wide range of mental, physical, and neuropsychological issues.

Working collaboratively with clients they:

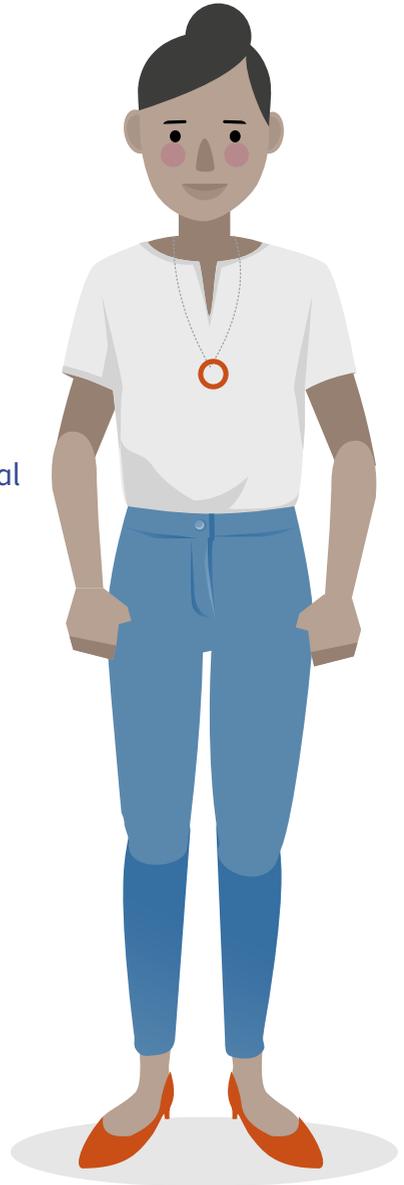
- understand the factors underlying psychological distress or difficulty
- use evidence-based therapies to reduce psychological distress
- promote wellbeing

To apply for a clinical psychology training programme, you'll need an undergraduate degree accredited by the British Psychological Society. You'll also need some supervised experience working with adults or children.

Once qualified, you must register with the Health and Care Professions Council to work in the NHS.

Learn more about becoming a clinical psychologist.

careers.nhs.scot/clinical-psychologist



Pharmacy technician

Pharmacy technicians review, record, dispense and accurately check patients' prescription medicines. They also advise people on how to take and store their medicines safely.

The Technical Apprenticeship in Pharmacy Services is the route to becoming a qualified pharmacy technician.

You'll start your career as a pre-registration trainee pharmacy technician and get experience working in hospitals, primary care and community pharmacies. After you complete the 2-year apprenticeship programme, you'll be ready to register with the General Pharmaceutical Council.

Learn more about becoming a pharmacy technician.

careers.nhs.scot/pharmacy-technician



Clinical engineering clinical technologist

Clinical engineering clinical technologists calibrate, maintain, monitor, test, and repair specialist equipment and medical devices. They work in these areas:

- medical engineering
- radiation engineering
- rehabilitation engineering
- renal technology

The Institute of Physics and Engineering in Medicine (IPEM) Clinical Technologist Training Scheme is delivered in the workplace. As a trainee, you'll have a training plan and learn how to maintain and monitor complex equipment so it can be used safely. During the 2-year programme, your practical skills will be assessed, and you'll complete a portfolio of work to achieve the IPEM diploma.

Some clinical engineering clinical technologists start their careers as Modern Apprentices. You can also apply for trainee opportunities on our recruitment website.

Learn more about becoming a clinical engineering clinical technologist.

careers.nhs.scot/clinical-engineering-clinical-technologist



Emergency call handler

The Scottish Ambulance Service responds to over 600,000 emergency calls per year. It provides an emergency ambulance service to over 5 million people across Scotland's mainland and island communities.

Emergency call handlers provide life-saving advice to callers, providing effective life support, first aid, and medical advice until the ambulance crew takes over. They are the first point of contact for the public, other emergency services, and healthcare professionals.

To do this job, you'll need to complete a training programme delivered by the Scottish Ambulance Service. Once qualified as an emergency call handler, you'll be ready to answer 999 calls on the front line of the NHS.

Learn more about becoming an emergency call handler.

careers.nhs.scot/emergency-call-handler



Our values

NHSScotland has a career for anyone who shares our values. Let's learn more about them.

Care and compassion

When we talk about care and compassion, we mean doing your best to help others, whether they're colleagues, patients, carers, or families.

Dignity and respect

Showing dignity and respect means making sure you're keeping the feelings, wishes, and rights of others in mind.

Openness, honesty, and responsibility

The value of openness, honesty, and responsibility is a commitment to being truthful, transparent, ethical, and accountable in work.

Quality and teamwork

A commitment to quality means delivering quality work and encouraging others to do the same.

Teamwork is about working with others to nurture and develop professionalism so we can all do an excellent job.

Learn more about our values. [**careers.nhs.scot/values**](https://careers.nhs.scot/values)



You have the skills we need!

If you're a school leaver, job seeker, volunteer, or like playing sports, you'll have many of the skills the NHS is looking for.

Skills that you can use in lots of different roles in the NHS include:

- attention to detail
- building relationships
- collaboration
- communication
- critical thinking
- curiosity
- initiative
- leadership
- making decisions
- problem-solving
- resilience
- using technology

When applying for a job, please tell us what you can do. It helps us learn more about you and the skills you'll bring to the role.

Learn more about transferable skills. [**careers.nhs.scot/skills**](https://careers.nhs.scot/skills)



How to apply

Search our recruitment site to view all our vacancies.

apply.jobs.scot.nhs.uk



Click on a job that interests you, then download and read the application pack. Our application packs include lots of helpful information about the job to help you decide if it's the right one for you.

When you've found a job you'd like to do, click apply, then complete your online application.

Get more support to help you with the application process.

careers.nhs.scot/apply



Explore our careers

Whatever your skills, knowledge, or experience, there's a career in the NHS for you. Find out more on our website – careers.nhs.scot/explore



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Designed by APS Group Scotland and the NHSScotland Careers Team