Online Careers Fair

The guide

How to find a new role in nursing without leaving your home or workplace

Everything you need to know about the virtual job fair on 25 March
Bag yourself a new job without having to leave the comfort of your own armchair. We show you how our Online Careers Fair is the easiest way to find a new and exciting role in nursing.

How to find a job without leaving home

Following the Nursing Times Online Careers Fair on 2 December 2014, the brand is again hosting an event that will enable nurses to find new employers, and trusts and private organisations to search for new employees.

The Online Careers Fair is built around you. It will allow you to chat to a potential new employer without having to leave the comfort of your own home. Instead, you can attend the event while you’re on the go or on a break at work.

Because the event is online, you don’t have to visit an employer or take time off work – it allows you to have initial conversations with an employer at a time that suits you to find out whether you are both a good fit and if you want to take the conversation further.

Welcome to the Nursing Times Online Careers Fair supplement

We are delighted that you are considering changing your job by using our Online Careers Fair. On 25 March, various recruiting companies will be available to chat to you online about what it’s like to work for them, what jobs they have available and how they will support and develop your career.

Getting time off work to attend a careers fair or interview in person can be hard, but this technology enables you to get a flavour of a company without this inconvenience. Put simply, we have taken the stress out of finding a job. It couldn’t be easier – you can do it from the comfort of your own home, from your workplace or while you are out and about on a mobile or tablet. Follow the guidelines opposite to sign up.

Nursing Times will also be attending the Online Careers Fair to give you advice about revalidation. Every nurse who wants to stay on the register and work in the UK legally must revalidate from December 2015, when they come to re-register. The Nursing and Midwifery Council is still fine-tuning some of the details but, as you will now have to revalidate to stay on the register, it’s best to get prepared and find out how you will go through the process yourself – either as a registrant, or as a manager of registrants.

With organisations struggling to find enough nurses to fill posts, you certainly don’t want to be losing nurses because you have not prepared for revalidation.

Come and visit us at the Nursing Times stand in the lobby between 12-1pm and 4-5pm on 25 March and we will be on hand to answer your questions on revalidation. Good luck with your job search!

Jenni Middleton, editor, Nursing Times

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How it works

• Visit Bit.ly/NTCareers
• It’s free to register for the event.
• You’ll be asked a few questions and to upload your CV;
• Once you’ve finished the sign-up process, add 25 March to your diary or calendar to remind you of the event day;
• On the day, go to Bit.ly/NTCareers
• Sign in using the login and password details you set up during the registration process;
• Once you’re in the event, you’ll be taken to a lobby. The lobby is the website page where you can see all of the employers on the day;
• You can view the employers’ booths by clicking on them. This will show you the company information and job vacancies. This is also where you are able to speak to hiring managers;
• If you have read about a company you want to speak to, you need to click the green ‘get in line’ button. This notifies the hiring manager that there is a candidate who wants to speak to them. As soon as someone is available, you will be able to start your six-minute conversation;
• Group chats on the recruiter booth are visible to all attendees (your ID will be shown);
• One-on-one chats (the ‘get in line’ button) with hiring managers are completely confidential between you and the hiring manager.

We also have CV advice on hand to help you make the most out of your CV for future applications and career advice.

All of those who attend on the day will be given two hours of free online CPD units from Nursing Times Learning to help you with your career development and, of course, with revalidation.

TOP TIPS:
Here are Nursing Times’ top tips for making the most of your Online Careers Fair experience:

1. Make sure that you prepare for the fair
Ensure you have your CV (or CVs) ready in advance to upload onto your event profile. When you register for the event, you will be asked to upload your CV. When recruiters are speaking to you, they will be able to see your CV, so you’ll want to make sure that it’s completely up to date with all your relevant experience listed.

2. Do your research
Research the participating organisations in advance, prioritise the employers that you want to speak to and prepare a quick introduction. Although virtual career fairs are more relaxed than in-person fairs, you still want to make a great first impression and you only have six minutes to chat to them, so every second counts.

3. Maximise your time with direct hiring managers
Don’t forget these are timed conversations. In order to make the most of your time allocation with each recruiter, make sure you know the companies that you’re speaking to. Be prepared to answer questions about why you are interested in working for them. Remember, as you’ll be typing to recruiters, don’t use abbreviations; these are for texting, not talking to recruiters about your career.

4. Follow-up
Following the live event, keep the conversation going. Make sure to send follow-up and thank you emails after the Online Careers Fair you make a lasting impression on your potential new employer.
Small definitely is more beautiful, according to the nurses who work on the Isle of Man. The island may only be 572 square kilometres and have a population of just 85,000, which is less than half that of most English cities, but it’s that size that makes it so appealing to the nurses drawn there.

Suzie Kershaw, senior sister at the island’s hospital, says it is one of the things that attracted her back to the island to work after 17 years of nursing in England and Wales. "I was used to working in larger trusts in the UK, such as Cardiff, where I didn’t see the same porter or nurse for many weeks. Here, I know everyone by name and it’s much smaller and friendlier."

Another advantage of a small hospital is that everyone is approachable. I can see the chief nurse at any time, her office is just upstairs and her door is always open. The health minister also pops onto the ward and we can talk to him about what we need, and I've seen he's started acting on some of the things we've asked for, such as upgraded IT," says Suzie.

Mental health nurse Chris Nicholl agrees: "I liked the idea of coming somewhere smaller and being in a smaller team. We are the only in-patient area on the island for mental health, so we see a vast number of different illnesses and specialist treatments. A smaller team means that you develop closer working relationships, and you have accessibility that isn't always possible elsewhere; for example, you can dip into the community and it's easier to communicate with different professions or areas of healthcare."

The new chief nurse Linda Radcliffe, who was appointed in 2014, has worked in a variety of positions on the Isle of Man since 1994. She agrees that size is part of the appeal, describing the island as a "close-knit community both inside and outside of the hospital".

There are, in fact, two hospitals on the island – Nobles Hospital and the Ramsey Cottage Hospital – and a range of community services. Staffing levels on the wards are considered slightly higher than in the rest of the UK, and staff are enthusiastic about having more equipment, such as intravenous pumps that they've struggled to access in other trusts in the UK.

Linda says that, as a result of its resources, the Isle of Man offers greater continuity of care for patients, and delivers one-to-one care for women in labour. She says they also have the ability to support patients who require one-to-one care for a variety of conditions in the general wards and specialist areas.

"Our values are to put the patient at the heart of everything we do; therefore, we require staff that value and respect each other, are caring and compassionate, and have the ability to challenge practice, attitudes and behaviours with courage," says Linda.

I came here on holiday 19 years ago, moved to the Island two years later and I still love it here. Working on the island reminded me why I went into nursing in the first place"

Wendy Spiers
Mindful about the pressures on nurses to work long hours, with the hospital particularly given time off the ward to do their CPD building, says Linda.

“I was born on the Isle of Man, but left when I was four years old. As a nurse in the emergency admission unit, I get a lot of patients admitted directly from their GP and I get to assess them. I also bank nurse in A&E and I worked in the community part-time when I joined doing wound management. I also worked in the brilliantly managed Ramsey Cottage Hospital. It was easy to get this broad range of experience and it means I have explored everywhere. I’ve seen patients with mobility issues getting excellent rehab and I’ve worked in a lot of acute areas.

One of the more exciting things is the opportunity you get to fly with the air ambulance to transfer patients.

You can go to a different area and try it out if your manager and the manager of that area is happy, so it opens up lots of different opportunities.”

What makes the Isle of Man a great place to work right now is the fact that it is embarking on a five-year improvement plan, including building a state-of-the-art neonatal unit and an extension to the maternity and children’s wards. Nobles is also opening new breast care and endoscopy units later this year, and a new oncology unit is in the initial planning stages. “This provides an excellent working environment in a nearly new build,” says Linda.

The hospital also offers staff the chance to do a master’s degree completely free and there are excellent inter-professional educational facilities on site. There is a large prospectus of courses and nurses are given time off the ward to do their CPD hours, with the hospital particularly mindful about the pressures on nurses to complete their CPD hours for revalidation. There is also a great relocation package and subsidised accommodation for up to six months.

The financial benefits also make coming across the water worthwhile. Nurses will get at least 5% higher salary than most regions in the UK with a maximum tax band of 20%, regardless of salary scale.

Linda believes the lifestyle is a major draw for nurses to work in the Isle of Man. “The way of life is much calmer than working in the NHS in the UK,” she says. People have happier and healthier lives. This is a friendly working environment. Island life offers beautiful scenery, relaxing beaches and a vast array of sports to engage in.”

On top of that, the commute time to work will never be more than 20 minutes from anywhere in the island, so the work-life balance feels a lot less hectic.

Greg Manning, who works as a nurse in the emergency admission unit, agrees the lifestyle keeps him enthusiastic about the Isle of Man: “The island is full of beauty. You can be ten minutes from the centre of Douglas [the capital] and suddenly you’re in the countryside.

“It’s a lovely, positive atmosphere and my main motivation to come back was for the family life. You can bring up your kids and they do so much better over here. They are less likely to get into negative groups. My dad used to be a teacher over here, so I know that it is the perfect place to bring up a family.”

For Chris, it was the “laid-back atmosphere” that was a draw. “There’s a great range of hobbies, such as watersports and motorsport – not just the TT – and it’s fantastic for my kids, who are well supported through the brilliant education.”

Suzie Kershaw, senior sister, Nobles Hospital: “I originally moved here when I was about eight. I only left to go and train at Staffordshire University, but I stayed in the UK for 17 years working in English and Welsh trusts. I came back three years ago for my family.

Our staffing levels and equipment are excellent and our bank nurses work in the hospital, so know how we operate.

Our education is important because, being here, we have to learn how to stabilise patients in ITU or A&E before we transport them, so our specialties and skills have to be as good as anyone’s [across the rest of the UK].

Nobles is like a campus – acute medical, mental health and surgery are all on one site, which is great for communication.

I can honestly say the lifestyle is the biggest draw; it’s important if you’re a nurse, as it is a fairly intense job. You need to be able to relax. This is a brilliant place to do that.”
London North West Healthcare NHS Trust has exciting opportunities across its expanding integrated health and community services

Join the vanguard of integrated services

One of the problems in healthcare highlighted by the winter pressures of 2014-15 was the effect on the NHS of the disconnection between health and social care. And one way of addressing this problem is to bring together acute and community services, so that more patients can be discharged to receive nursing care at home when they no longer need to be in hospital.

While this integration is likely to become commonplace in the future, some organisations are leading the way, such as London North West Healthcare NHS Trust. Created in 2014 by the merging of Ealing Hospital NHS Trust and the North West London Hospitals NHS Trust, LNWHT is one of the largest integrated trusts in the country. Its creation has brought together hospital and community services for the boroughs of Brent, Ealing and Harrow to serve a diverse population of more than 850,000 in areas that range from extremely affluent to economically and socially deprived.

And with its services expanding, the trust is looking to recruit both newly qualified and experienced nurses to fill a range of new roles in specialist areas in its acute and community services (see box).

The trust has a range of widely admired services. Northwick Park Hospital has a new accident and emergency unit and is a tertiary centre for maxillofacial surgery, while St Mark’s Hospital is the world-renowned centre for intestinal and colorectal disorders. The hospital provides world-class care and extends knowledge and understanding through clinical and academic research.

The trust is also recognised as a leading provider of hyper-acute stroke care. In the last stroke care audit it was the highest-performing unit in England, and the stroke team received a BMJ Award in 2013 for its clinical leadership.

“In acute hospital-based care, our biggest area of work is in non-elective emergency care, so we are recruiting band 5 nurses to work in A&E at Northwick Park Hospital, and in the wards and surgical departments that support the emergency pathway,” says Jonathan Davies, deputy chief nurse. “We also have opportunities for band 6 nurses across the emergency pathway.

“We are looking for experienced nurses and are happy to discuss flexible opportunities for development – for example, if a general nurse wanted to develop specialist skills. All the band 5 and 6 nurses we recruit will be offered post-qualification development; this can include access to a wide range of postgraduate courses at our partner universities.”

The trust is actively looking for nurses currently working outside the NHS. “We are keen to attract nurses who have recent experience of working in care homes, particularly to work in our community hospitals, which predominately care for older people,” says Jonathan. “We see nurses with care home experience as a valuable asset. The trust can support these nurses in making the transition into the NHS.”

In community services, Monica Sherry, assistant director of professional standards, is focusing on increasing the trust’s health visiting workforce across all three boroughs. “We are actively recruiting health visitors, but also ‘growing our own’ by offering community staff nurses the professional development they need to gain a health visiting qualification.”

Health visiting (HV) services across LNWHT are dynamic and progressive. In Ealing the service is spearheading further integration by merging with the local authority’s early years workforce to form a new combined ‘Early Start’ service.

The trust is set up to lead developments in health visiting practice. Its workforce includes seven fellows of the Institute of Health Visiting and has developed perinatal mental health champions, domestic violence training and leadership career pathways.

Monica wants to recruit the kind of people who relish the chance to transform health visiting. “We’re looking for highly motivated, enthusiastic and positive people with a passion for public health, who are able to work autonomously and on their own initiative,” she says. “We can offer flexible working opportunities and excellent professional development.”

LNWHT has set up one of London’s HV clinical academic hubs, and the trust is justifiably proud of the excellent training it offers and the CPD it provides for qualified staff. Newly qualified nurses and those wanting a career change into a new area of nursing are supported by the Institute of Health Visiting’s preceptorship programme. This provides staff with the support they need when they enter practice. With the opportunities on offer, this is a good time to consider a move to LNWHT.

“For further information about these roles, please contact Krys McCormack, specialist nurse recruiter, on 07796705611.
Ahead of the Online Careers Fair on March 25, we introduce you to three exhibitors who are keen to meet nurses like you.

Meet the employers

Isle of Man

The Isle of Man is a self-governed island found in the Irish Sea. Healthcare is provided on the island by the Department of Health and Social Care and private providers. Nursing is overseen by the island’s chief nurse, Mrs Linda Radcliffe.

Healthcare needs are met in a variety of settings to a population of approximately 85,000.

These needs are met by:
- Noble’s Hospital;
- Ramsey Cottage District Hospital;
- Hospice Isle of Man;
- Mental Health facilities;
- Social Care facilities;
- Community Nursing;
- Nursing and Residential Care Homes.

Many prospects are available for nurses on the island. The main hospital (Noble’s) is only 12 years old; a state of the art neonatal unit is due to open in April, and a breast unit and an endoscopy unit will open later in the year. Plans are also well underway for an oncology unit.

Nursing roles are also available in areas such as community, a hospice and prison. You will also find opportunities in Ramsey District Cottage Hospital, mental health services and in homes run by private providers or the Department of Health and Social Care.

This is an exciting time for our organisation and the opportunities for staff to increase their knowledge and skills are endless, owing to the diverse range of services we provide. Nurses can also extend their skills by becoming a valued member of the air ambulance team. There are many training opportunities available on the island from one-day courses up to a master’s level education.

We also believe in a work-life balance, so when you have time off, why not explore the beautiful island, make new friends, take part in the many sporting activities available or just relax?

Contact information
01624 650412
Wendy.Spiers@nobles.dhss.gov.im
www.gov.im/jobs

South Essex Partnership University NHS Foundation Trust (SEPT)

South Essex Partnership University NHS Foundation Trust (SEPT) has been voted one of the top 100 places to work in the NHS and one of the most successful NHS Foundation Trusts in the country providing integrated care including mental health, learning disability, social care and community services to culturally and economically diverse communities across Bedfordshire, Essex and Suffolk.

We employ more than 5,000 people and work with a wide range of partners to “provide services that are in tune with you”. We are a responsive, innovative and dynamic Foundation Trust delivering leading edge health services in a constantly changing environment. We work with a wide range of partner organisations to deliver care and support to people in their own homes and from a number of hospital- and community-based premises. We have many modern community-based resource centres and community facilities to provide local services to local people where possible.

Contact information
01375 364513
Recruitment.Adverts@sept.nhs.uk
www.sept.nhs.uk

London North West Healthcare NHS Trust

London North West Healthcare NHS Trust is one of the largest integrated care trusts in the country, bringing together hospital and community services across Brent, Ealing and Harrow – including Clayponds Rehabilitation Hospital, Meadow House Hospice, Denham Unit and Willesden Centre, Ealing Hospital, Northwick Park Hospital and St Marks Hospital. Our new organisation encompasses a wide range of nursing careers from district nurses and health visitors in the community, to outreach services that span both the community and hospital and specialist acute hospital roles. The trust is home to St Mark’s Hospital, an internationally renowned hospital for diseases of the bowel. In 2014 the Care Quality Commission (CQC) highlighted the excellent service provided by our stroke and STARRS teams and new state-of-the-art theatres and a new £21m A&E department were opened at Northwick Park Hospital.

The trust also boasts a regional centre for oral and maxillofacial surgery. This is an exciting time for our organisation and the opportunities for staff to increase their knowledge and skills are endless, owing to the diverse range of specialist services we provide.

Contact information
Krys McCormack
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www.lnwh.nhs.uk