



Humber Teaching  
NHS Foundation Trust

# DESTINATION HUMBER

ALLIED HEALTH  
PROFESSIONALS



#HUMBELIEVABLE

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Hilary Gledhill



Samantha Jaques-Newton

# Hello and welcome to Humber Teaching NHS Foundation Trust.

**Allied Health Professionals (AHPs) are vital clinical experts working across our services. Working in our multi-disciplinary teams, they provide system-wide care leading and contributing to the assessment, diagnosis, treatment and discharge of patients and service users across a range of Trust services.**

The NHS People Plan outlines the significant role AHP's play in the NHS in leading change. They are integral to most clinical pathways and provide solution-focused, goal-centred care to support patients to independence. You will find AHPs throughout our organisation; delivering care on our wards and in the community, in management and leadership roles, and in our operational and corporate teams. AHPs are leading on care and shaping service delivery and quality improvement initiatives.

We have put together this booklet to support Allied Health Professionals who are interested in joining our Trust. We know that you could choose to work anywhere, so we want to make it easy for you to find out who we are, what's special about us and why joining our Trust could be the opportunity you have been looking for.

Our offer to anyone looking to join our Trust is summarised in our five 'Humbelievable'

promises. You can read more about these on pages 8 and 9. Our promises are our commitment to you so that you know what to expect from a career at our Trust. You can hear more about what this means for Allied Health Professionals at [joinhumber.nhs.uk](http://joinhumber.nhs.uk).

Whether this is your first role, you're looking to move to a senior position, or you are returning to practice, we know that your career development and the support you receive is important. You can read more about how we support you at all stages of your career.

Being an Allied Health Professional is a uniquely rewarding career but it also requires patience and resilience to deal with daily challenges. That's why, alongside supporting your development, we are committed to supporting your health and wellbeing and ensuring that you are rewarded and recognised for all that you do.

We think that the areas we cover are diverse, beautiful and

offer a wide range of options for all lifestyles. We're pleased to be able to share more about these places and support you if you are considering relocation.

I hope that you find this booklet useful and I hope to be welcoming you to our Trust soon.

If you have any questions about Allied Health Professionals at Humber, it would be great to hear from you.

## **Hilary Gledhill**

Director of Nursing, Allied Health and Social Care Professionals

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## **Samantha Jaques-Newton**

Head of Allied Health Professionals and Practice Development

# OUR TRUST IN NUMBERS



## AWARD WINNING TRUST

We are proud to see our teams' hard work recognised year on year at national and local level.

# 94%

of staff are aware of our three central values. Caring, learning and growing underpin what we do and by living these values we can ensure the best possible care for our patients and service users.



## 3,600 STRONG TEAM

Our diverse and dedicated team work together to provide our services which are rated overall as 'Good', with areas of excellence, by the Care Quality Commission.

## 5 GEOGRAPHICAL AREAS

We are the leading provider of integrated health care services across five geographical areas - Hull, the East Riding of Yorkshire, Whitby, Scarborough and Ryedale.



## 97 LOCATIONS

Our services are delivered from a diverse mix of buildings including community hospitals, mental health inpatient units, GP practices and more!

# 772,000 PEOPLE



We deliver a wide range of health and social care services that support the health and wellbeing of our local populations.

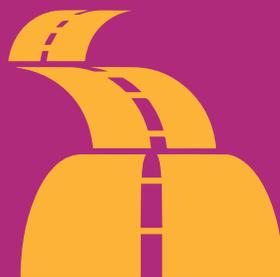
# 37 ACTIVE RESEARCH PROJECTS



Over 1,400 participants took part in research projects over 2019/20 helping to improve the health and wellbeing of our patients and service users, our services and the care and treatment of people worldwide.

# 75 LEADERSHIP DEVELOPMENT OPPORTUNITIES

Our leadership and senior leadership programmes support staff from across the Trust to develop their personal leadership skills and lead engaged and high performing leads.



# 4,700 SQUARE KILOMETRES

We care for people of all ages across a wide geographical area along the north east coast of England.



# STAFF AWARDS

Our staff awards are our annual opportunity to celebrate together and reward and recognise excellence and achievement.

# OUR SERVICES



# We're a diverse Trust offering a wide range of services across Hull, East Yorkshire, Scarborough and Ryedale.

## **HULL AND EAST YORKSHIRE**

We provide services for people of all ages including a broad range of community services, community and inpatient mental health services, learning disability services, healthy lifestyle support and addictions services.

## **SCARBOROUGH**

We provide integrated prevention, community care and support services including inpatient rehabilitation and palliative care at Malton Community Hospital (Fitzwilliam Ward), a range of community and specialist therapies including Physiotherapy, Occupational Therapy, Dietetics and Speech and Language Therapy and NHS Weight Management.

## **WHITBY**

We run Whitby Community Hospital providing a Minor Injuries Unit and inpatient rehabilitation, palliative and end of life care. We offer a wide range of a range of community and specialist therapies including Physiotherapy, Occupational Therapy, Dietetics and Speech and Language Therapy.

We support a range of Community and Specialist Nursing Services and offer an NHS Weight Management service.

## **POCKLINGTON**

We provide a range of Community and Specialist nursing services, community therapies for children and adults including Physiotherapy, Occupational Therapy, Dietetics and Speech and Language Therapy. We also provide Outpatient Physiotherapy and Addictions and Prevention Wellbeing and Recovery Services.



# WE'RE HUMBELIEVABLE

We asked our teams to sum up what is great about working at our Trust. We asked them about their day to day working lives and their career journeys, and why they would recommend choosing Humber to someone who is ready to take next step in their career.

These conversations created our 'Humbelievable Promises' – the five things we believe make our Trust special and ones which, if you choose to join our team, you will experience every day.

## OUR HUMBELIEVABLE PROMISES

### WE BELIEVE IN YOU

Join our team and you'll find a Trust committed to supporting you personally and professionally, and that rewards and celebrates your achievements.

### WE BELIEVE IN US

We believe that together we can do amazing things. We're a team that works together, listens to one another, celebrates our successes and never stops trying to make a difference.

### WE BELIEVE IN COMMUNITY

When you join our Trust you'll become part of our 3,600 strong community. Together we have a wide range of specialities and expertise but we're connected through our commitment to one thing - delivering outstanding care. We need people like you to help us continue to change lives.

We know that where you live is as important as where you work. If you already live here you'll know how amazing it is, but if you're new here, you're in for a treat. Wherever you're working, you're bound to discover a place where you can choose the lifestyle you want to lead – country, city, seaside, suburbs – we've got it all on our doorstep.

### WE BELIEVE IN INNOVATION

We never stop thinking about ways to make things better. We don't just do things because that's the way they've always been done. We're open to change, trying new things and leading the way in innovation and transformation. Everyone's voice is important to us. We're committed to listening to feedback so we know where things are going well and how we can continue to grow.

### WE BELIEVE WE CHANGE LIVES



# DESTINATION HUMBER

We know the journey into a new role can be daunting and the process can sometimes feel complicated and confusing.

Your experience is really important to us so we have designed a recruitment journey that is as simple and possible and ensures that you know what to expect at each stage.

It's important that we set out on our journey together on the right foot so we will be there at each step of the way to ensure you know what will happen next and can access help if you need guidance or support.



Once you've applied you can use the list below to keep a track progress throughout your first year at the Trust.

## YOUR APPLICATION

1

### FIND A JOB

View our live jobs at [join.humber.nhs.uk](http://join.humber.nhs.uk) to find the role that's right for you.

2

### APPLY

Select the job you are interested in on the website and click 'Apply online now'.

3

### JOIN THE PLATFORM

Register on our online recruitment platform, Trac jobs to apply for a role.

4

### APPLICATION

Complete your application form. You can expect to hear from us within 6 weeks of the closing date if you have been shortlisted for interview. If you would like feedback email HNF-TR. Recruitment@nhs.net who will direct your query to the recruiting manager.

5

### YOUR INTERVIEW

Your interview will take place.

If you are successful at interview you will receive a conditional offer letter by email.

Complete your 'Welcome to Humber' recruitment pack. This pack includes all the forms you need to complete as part of the recruitment process.

6

### INITIAL OFFER

We will arrange an appointment with the recruitment team to provide them with ID to verify your identity as well as to show them any qualification certificates you may have that are relevant to your appointment.

**7****CHECKS**

All pre-employment checks are undertaken including occupational health report, two references which cover the last three years of previous employment, professional membership and completed declaration regarding current unspent convictions or all criminal convictions.

On completion of all pre-employment checks your manager will be in touch to arrange a start date.

**8****FORMAL OFFER**

You will receive your unconditional letter and your contract of employment by email.

## GETTING STARTED

### YOUR FIRST TWO WEEKS

**1****INTRODUCTION**

Your line manager will be in touch before your first day to ensure you know where to report to on day one.

**2****INDUCTION**

Your local or workplace induction will be carried out on your first day by your line manager. This is the perfect opportunity for you to familiarise yourself with the working environment, meet members of your team.

**3****YOUR TRUST ID**

Pick up your ID badge and request your Smart Card.

**4****WELCOME EVENT**

You will attend a welcome event on the first Monday of the month. This event will help you understand more about our Trust, our aims and ambitions and values as well as providing information about staff benefits you can access.

**5****PROBATION PERIOD**

All eligible new starters to the Trust will benefit from a Probationary period of 6 months, during which you will receive support and guidance from your line manager as well as have the opportunity to explore learning and development opportunities to enable you to develop in your new role.

During the probationary period you can expect to be set some reasonable objectives to achieve during the first 6 months and will enjoy regular reviews as part of this process.

You will receive a list of mandatory training which must be completed within one month. Most of this training can be completed online via ESR.

To find out more about your next steps from three months to one year after joining the Trust at [join.humber.nhs.uk/next-steps](https://join.humber.nhs.uk/next-steps)

# ACADEMIC PARTNERS



As a teaching Trust, we work closely with our major academic partners, the University of Hull, York and Coventry (Scarborough Campus) nurturing a workforce of tomorrow's nurses.

We're proud of the partnerships we have built with our local universities, which give us an opportunity to influence the nursing curriculum and participate in the teaching of tomorrow's nurses.

We are proud to provide a thriving learning environment which motivates and inspires nurses, ensuring that they're excited by the opportunities their career in our Trust offers.

Our Practice Education team supports our nursing workforce at all levels of their career, from student placements to postgraduate speciality training and continual professional development.

Our nursing staff also have access to post registration education through these partners enabling them to develop and expand their nursing knowledge and skills.

# RESEARCH

We recognise the importance of investing in research, enabling our staff to learn and grow and our community to participate in healthcare improvement. As a research-active Trust with a well-established Research Department we work with local, national and international research experts and evaluate innovative healthcare interventions.

We are partners in the National Institute for Health Research and Humber Clinical

Research Network and offer opportunities to take on local Principal Investigator roles in research projects, or to lead and generate research as a Chief Investigator.

In 2020 we welcomed over 300 delegates from more than 50 organisations, who heard from speakers covering a wide variety of topics. This included health and social care research in a variety of fields, including dementia and mental health.

“

For me, the most important reason that I'm involved in research is to make a difference to patients, their carers and our colleagues. Being involved in research enables me to develop transferable skills to support me in different work related avenues that I might wish to take in the future. Hopefully the outcomes of research go forward to being part of our usual practice, but even if they don't I know that I have made a difference to the people that I have worked with and that is a good feeling to have!

”

Alison Williams, Specialist Occupational Therapist

“

Taking part in the research has been an amazing experience for us both

”

Research Participant



# SUPPORTING NEW ALLIED HEALTH PROFESSIONALS

## **THE PRECEPTORSHIP ACADEMY**

The Preceptorship Academy is here to support you during the first six to twelve months as a newly qualified practitioner. We want you to feel supported, to consolidate your previous learning and to continue to develop your skills and knowledge, allowing your confidence to grow in a safe and supportive environment.

The Preceptorship Academy combines additional training, encouraged reflection, peer support and an opportunity to gain valuable experience within the workplace. You will be supported by an identified preceptor and have a contract, which identifies your individual requirements for support within your preceptorship period.

## **THINKING ABOUT RETURNING TO PRACTICE AS AN ALLIED HEALTH PROFESSIONAL?**

We recognise that it may be a daunting prospect to return to work after some time away. With you in mind, we have a structured induction programme that enables you to refresh your skills and knowledge, and enable you to feel confident and competent in your new role.



# YOUR EMPLOYMENT JOURNEY

## APPRAISAL

As well as being part of the new starter programme, you will also receive an individual workplace induction. This will enable you to meet your team and get to know your new work base and understand what's expected of you in your new role.

We ensure that all of our new starters receive a one-to-one induction appraisal within the first six weeks of starting employment. The key focus of this conversation is to work together to set objectives. Setting SMART goals help ensure you stay focused on your career goals and map out the professional direction you want to take. It is also a place to agree any learning

and development needs. There will also be the opportunity to discuss your health and wellbeing and review working arrangements such as flexible working.

After 12 months you will have an appraisal. This is an opportunity to discuss your achievements, challenges and expectations. You will also set future objectives so you can understand the individual impact that your work can have on your service and on the Trust as a whole. Your objectives will be linked to that of the service, division and organisation so that you can see how your daily efforts are connected to our strategic objectives.

## SUPERVISION

All Allied Health Professionals will receive formal supervision to ensure that they are supported within their role, to carry out their duties and responsibilities. All teams have an agreed structure of supervision which includes:

### Managerial Supervision

Delivered one-to-one by the responsible line manager. A minimum of eight-weekly, or more frequently when additional managerial support is required or requested by either party.

### Clinical/Practice Supervision

Delivered by an appropriate professional six-weekly or more frequently if required or requested. This done on a one-to-one basis, or within a professional group and may include: reflective practice and group debriefing.

### Safeguarding Adults/Children

Staff will have access to specific Safeguarding supervision and it is key that they receive appropriate supervision in relation to the post they are employed.

### Professional Supervision

Provided by a member of staff from the same discipline as the supervisee and follows guidance from their professional bodies.

# DEVELOPMENT OPPORTUNITIES

## CAREER CLINICS

If you are interested in continued professional development and career progression, our Career Clinics are an opportunity to meet with on a one-to-one basis to discuss your career plans. We guide you through the opportunities available and formulate an action plan which can feed into your appraisal with your manager.

## CAREER PATHWAYS

Our Professional Strategy was developed by our professionals, for our professionals. It is critical that our professionals are able to

deliver exceptional care whilst also benefitting from fulfilling and life long career development opportunities across the services we provide. The strategy provides a framework for professional identity; collaboration; leadership and career development.

As a professional you can expect clear direction, an outline of the training and development required for progression and opportunities to follow different routes through professional leadership, expert practice and academia.



# LEADERSHIP DEVELOPMENT

Our leadership development programme was created in partnership with our staff and is built on our organisational values of caring, learning and growing. The programme is open to anyone with managerial responsibility or aspiring to be a manager to equip them with the skills to lead with excellence.

The programme is delivered by organisational development and each group, of no more than 15 members, is supported by an Executive Director. Each module is designed to explore how we can be our best more often and how we can bring out the best in others.

## WHAT YOU WILL LEARN

The four modules are designed to help you understand who you are as a leader and the intricacies of human behaviour. You will learn how to ask the right questions, how to help others to find solutions, and how to take your learning from the classroom, into your daily working life.

You will gain a deeper insight through the completion of a learning journal and a Lumina Spark personal development portrait.

### Module 1: Self as Leader

- Lumina Spark Personal Portrait
- What are my preferences?
- How do others see me?
- How do I show up?
- Looking after me

### Module 2: Leader as Coach

- Coaching in the workplace
- Performance coaching
- Changing conversations
- Making a difference

### Module 3: Leader of Others

- Leadership
- Essential conversations
- Staff engagement
- Talent building and management
- Senior Leadership
- Building high performing teams
- Leading leaders

### Module 4: Leading into Action

- Leadership Senior Leadership
- Change vs transition
  - Leading real-life change

# REWARD AND RECOGNITION



We offer a wide range of benefits to encourage a healthy work-life balance and support your overall health and wellbeing.

## HEALTH AND WELLBEING

### Flexible Working

- We offer flexible working practices such as full/part-time, flexible and annualised hours, and job share, to support you in achieving excellent work-life balance.

### Corporate Gym Membership

- Our gym membership scheme provides discounts at council run gyms in Hull and the East Riding.

### Occupational Health

- This is an independent, confidential and impartial advisory service that supports you and your overall health at work. You will have access to Physio Med and counselling services as a member of our valued teams.

### Supporting Your Health

- In addition to the above, you will have access to an MSK referral scheme, on site Health Checks and support from our Workforce Wellbeing team, who are there specifically to look after you. We also offer menopause support, weight management, Tai Chi and other physical activity sessions, discounted rates on massage and reflexology services, and access to mindfulness resources such as desktop yoga.

### Groups and Social Opportunities

- We have a range of staff networks and groups you could join. These range from our LGBT+ network, the Rainbow Alliance, to our staff choir, walking and allotment groups.

## PAY AND CONDITIONS

### Annual Leave

- You can benefit from up to 34 days leave per year. We also give you a birthday day off to help you celebrate your special day.

### Buying and Selling Scheme

- We provide a buy and sell annual leave scheme, to meet your needs in line with statutory guidelines. You can 'buy' up to two weeks to supplement your contractual entitlement, and you can 'sell' up to 1 week. This week is based upon your weekly contracted hours at the time of application.

### NHS Pension

- The NHS offers a comprehensive and generous pension scheme.

### Retire and Return

- There may be opportunities for you to retire and return to work within the Trust. Our teams are here to discuss these options with you and support you through the process if it's right for you.

### Maternity, Paternity and Adoption Leave

- Maternity leave is available to all females working at our Trust, depending on your length of service. Maximum benefits include a year's leave with 8 weeks at full pay and 18 weeks at half pay. Paternity leave for partners currently stands at two weeks full pay. All members of staff are eligible for adoption leave. The entitlement to leave and pay is the same as those for maternity leave.

## Discounts

- Working for the NHS offers access to a wide range of national discount schemes, such as Blue Light Card and Health Service Discounts. These offer you money off everything from holidays, to household goods and your weekly food shop.

## TRAVEL

### Free Car Parking

- All our Trust sites offer free and ample car parking, so you don't have to worry when coming into work each day.

### Car Leasing

- Our car leasing scheme, delivered through NHS Fleet Solutions, is designed to provide you with competitively prices and trouble-free motoring. Using the scheme, you can lease a car using the Trust's suppliers, normally for a period of two or three years.

### Cycle to Work

- The Cycle to Work scheme can help you stay fit and active, as well as help us to reduce our carbon footprint. You can save up to 48% on high street bicycle prices and benefit from payment schemes direct through payroll – no credit checks and no finance charges.

## APPRECIATING OUR PEOPLE

### Home Electronics

- Our Home Electronics Salary Sacrifice scheme, as part of our Vivup provider offer, allows you to save tax and national insurance contributions on the cost of home and electronic items.

### Annual Staff Awards

- One a year, we get together for our glittering staff awards event, where we recognise and reward excellence and achievement, and your contributions to delivering high quality patient care.

### Long Service Awards

- Our monthly celebration acknowledges the contribution of our long service staff members.

## Employee of the Month

- We have an award scheme that is open to everyone and is designed to recognise and reward those who go the extra mile for patients and their teams. We also have our 'virtual bouquets' programme where staff can nominate others to say thank you for their help, support and congratulate on a job well done.

## CARING, LEARNING AND GROWING

### Learning and Development

- Our team are dedicated to support you in a range of training and learning opportunities, to enhance your personal and professional skills and capabilities.

### Leadership and Management

- If you are looking to develop your management and leadership skills, you can take part in our Leadership Development Programme, the NHS Leadership Academy courses, or even apply for our High Potential development scheme.

### Research and Development

- Our Research and Development team offer a range of opportunities for you to get involved in and learn the importance of medical research.

### Medical Education

- If you are a consultant or Doctor interested in training and teaching opportunities, our innovative and supportive Medical Education team will be here to help you achieve your goals.

### Post-graduate courses and apprenticeships

- We offer funding and part-funding for post-graduate qualifications that will support the development of our staff and enhance the services we provide. We also have a successful apprenticeships programme and courses for those who may be looking to broaden their skills in different areas.

“

In fifteen minutes I can be in the centre of town or surrounded by beautiful countryside - what's not to love about that!

”



## A PLACE TO CALL HOME

Our Trust covers a unique and beautiful 4,500 square miles. From sandy beaches, pretty fishing ports, market towns, bustling cultural hotspots and Times top 100 places to live, there's a place that everyone will want to call home.



## SEASIDE TOWNS

The picturesque and historic towns of Bridlington, Scarborough and Hornsea offer all the benefits of coastal living within easy reach of our Hull and East Yorkshire locations.

**Bridlington** High specification four bedroom detached new builds: £250,000

**Scarborough** Two bedroom period sea view apartment: £145,000

**Whitby** 4 bedroom Georgian terrace: £300,000

## CITY LIVING - HULL

From the iconic Humber Bridge, to spectacular aquarium 'The Deep', charming Old Town and Georgian high-street you'll find a modern, vibrant and independent cultural and foodie scene as well as everything you'd expect from city life.

- 2 bedroom terrace £150,000
- 4 bedroom new build family home £260,000

## MARKET TOWNS

Our market town communities are popular with staff and include Beverley one of the Sunday Times' best places to live in the UK and Malton, the foodie capital of Yorkshire

**Beverley** Three bedroom new build family home: £230,000

**Market Weighton** Three bedroom semi detached: £185,000

**Driffield** Two bedroom cottage: £140,000

**Pocklington** Three bedroom detached house: £260,000

**Goole** Four bedroom detached house: £250,000



# ESCAPE THE ORDINARY

## FOOD GLORIOUS FOOD

Yorkshire is well known for its incredible produce and artisan goods. Our Trust covers a diverse range of locations to please even the most discerning foodie.

From tasting international street food in Trinity Market, to casual dining in cafes and bistros down the bohemian Avenues or enjoying a selection of craft beers in the Old Town; Hull has everything you need when it comes to delicious drinking and dining experiences.

Our market towns are foodie destinations with Michelin starred haunts like the Pipe and Glass near Beverley and our food capital, Malton, which welcomes visitors from across the UK to experience the local markets and celebrate Yorkshire's best produce and cooking.

With so many coastal locations, we can't forget to mention the amazing seafood. Some of the world's best crab and lobster is fished here, making it a real treat to buy and eat locally caught, fresh produce.

## IT'S NEVER DULL IN HULL

It's no surprise that Hull was awarded City of Culture in 2017. With a diverse array of cultural hotspots including galleries, museums and theatres and annual cultural festivals like Freedom, you're spoilt for choice when looking for something to do.

When working near Hull, you don't have to travel far to experience something unique. Being home to places like Humber Street, with the old Fruit Market at its heart, you'll find a wealth of independent retailers all in one place. From boutique clothing stores, to plant shops, jewellery makers and even gin schools, there's a huge selection to choose from. These hotspots seamlessly encompass the arts, culture, food, bars and other activities, meaning you don't have to go very far for a great day out.

Hull and the East Riding are also rich with history, and living near the coastline means the strong maritime roots are evident in the area's offerings. Marvel at the remarkable architecture that lines the local cities and towns, spot England's smallest window in Hull City Centre, or even travel out to York to explore the city's famous Roman roots and Viking past.



## MUSIC TO YOUR EARS

Proudly overlooking the beach and harbour, Bridlington Spa hosts a range of events from live music to cabaret, comedy and of course pantomimes! Its Royal Hall, magnificent Art Deco ballroom and ornate Edwardian theatre are the perfect settings for all kinds of entertainment. The award-winning Pocklington Arts Centre (PAC) offers a varied and dynamic programme of live events, with some of the world's best musicians, comedians and actions having performed on its stage.



## A MATCH MADE IN HEAVEN

The impressive KCOM Stadium in Hull is a hotspot for sports fans as home to Hull City Football Club and the Hull FC rugby league team. But the fun doesn't stop there! Hull is home to not one, but two local rugby teams, with Hull KR located at Craven Park in the East of the city.

Scarborough Cricket Club hosts a regular schedule of games at their grounds near the sea including Yorkshire County Cricket Club fixtures.



## A BREATH OF FRESH AIR

If you like to spend time in the great outdoors, there really is no better place to be. Located in the heart of the Yorkshire Wolds with rolling countryside in every direction, East Yorkshire is a hotspot for nature lovers. Pack up a picnic or hop on your bike and enjoy the nature trails and parks which can be found just 15 minutes from the city. For those looking for a little more adventure, you can find hiking trails with breath-taking scenery nearby in the North Yorkshire Moors, the Yorkshire Dales, the Peak District or the Lincolnshire Wolds.

In the summertime, spend your afternoons on one of the many beaches on our doorstep. Travel to the historic seaside town of Whitby and explore the monastic ruins of Whitby Abbey followed by a delicious fish and chips, or head over to Robin Hood's Bay, a small and scenic fishing village sprinkled with small independent shops and eateries.





# START YOUR JOB SEARCH

- 1 FIND A JOB**
- 2 APPLY NOW**
- 3 JOIN THE PLATFORM**
- 4 APPLICATION**
- 5 YOUR INTERVIEW**
- 6 INITIAL OFFER**
- 7 CHECKS**
- 8 FORMAL OFFER**

You can find all of our jobs at [join.humber.nhs.uk](https://join.humber.nhs.uk)

Go to **'Find Jobs'** to search all live vacancies at our Trust. You can also find our jobs at:

[healthjobsuk.com](https://healthjobsuk.com), [nursingnetuk.com](https://nursingnetuk.com),  
[nhsjobs.com](https://nhsjobs.com) and [jobs.nhs.uk](https://jobs.nhs.uk)

Visit the individual job profile pages to read more about what it's like to work at our Trust and hear directly from our staff about their experiences.

If you want to find out more you will find an email address on each page that you can contact to arrange an informal chat.

If you are interested in any of our Nursing or Professional roles, you can also send your CV to [hnf-tr.joinhumber@nhs.net](mailto:hnf-tr.joinhumber@nhs.net). We will be in touch to discuss opportunities available.

**APPLY AND BECOME PART OF  
OUR HUMBELIEVABLE TEAM**

Caring Learning Growing



[humber.nhs.uk](http://humber.nhs.uk)  
[join.humber.nhs.uk](http://join.humber.nhs.uk)



[@Humbernhsft](https://www.facebook.com/Humbernhsft)  
[#humbelievable](https://twitter.com/Humbernhsft)