As a leader in child healthcare and research, Alder Hey Children’s NHS Foundation Trust provides care for more than 275,000 children and young people each year, making us one of the biggest and busiest children’s hospitals in Europe. This care is delivered not only on our main site in Liverpool, but in patients’ homes and communities, and at other hospitals across the North of England.

Our state-of-the-art hospital, on our main site in Liverpool, opened in October 2015. It sets a new benchmark within the NHS and has won many prestigious industry awards. Buildings, however, are only as good as what happens inside them.

Our highly professional, skilled staff include some of the best clinicians in their field in the world. This expertise is combined with a care and compassion, evident in all of our staff, that our patients and families tell us is unique. This dedication and passion for putting our patients at the heart of everything we do has helped us to achieve a rating from the Care Quality Commission (CQC) - England’s independent regulator of health and social care - of ‘Good’ overall and ‘Outstanding’ in the category of ‘Caring’. This is something that we’re proud of, but it’s something that wouldn’t have been possible without our staff.

If you share our vision to improve the health and wellbeing of children and young people everywhere by providing the highest quality, innovative care then why not join our team? Look at our current vacancies. We’d love to hear from you.

Louise Shepherd
OUR PURPOSE AND VISION

We are here for children and young people, to improve their health and wellbeing by providing the highest quality, innovative care.

Our vision is to build a healthier future for children and young people, as one of the recognised world leaders in healthcare and research for children.

ALDER HEY VALUES

The Alder Hey Values are the guiding principles of the way we work at Alder Hey. It’s not just what we do, but how we do it that matters enormously to our patients, families, and each other.

Created in 2012 following extensive engagement with staff and governors, we identified five core values, underpinned by specific behavioural standards. All Alder Hey staff are encouraged to embody them as part of their everyday working lives.

Excellence
We pride ourselves on the quality of our care, going the extra mile to make Alder Hey a safe and special place for children and their families

Innovation
We are committed to continually improving for the benefit of our patients

Openness
We are open and honest and engage everyone we meet with a smile

Respect
We show that we value every individual for who they are and their contribution

Together
We work across the Alder Hey community in teams that are built on friendship, dedication, care and reassurance

OUR CQC RATINGS

The Trust received its last full inspection in June 2015 and was rated as follows:

Safe
Good

Effective
Good

Caring
Outstanding

Responsive
Good

Well-Led
Good
ABOUT ALDER HEY

Alder Hey Children’s NHS Foundation Trust is a provider of specialist health care to over 275,000 children and young people each year. In addition to the hospital site located in the West Derby area of Liverpool, Alder Hey has a presence in community outreach sites and, in collaboration with other providers, our clinicians help deliver care closer to patients’ homes by holding local clinics at locations from Cumbria to Shropshire, in Wales and the Isle of Man. The Trust also provides inpatient care for children with complex mental health needs at our Alder Park building in the nearby borough of Sefton.

We currently have more than 3,200 staff working across our community and hospital sites. We’re also a teaching and training hospital providing education and training to around 540 medical and over 500 nursing and allied health professional students each year.

Alder Hey offers a number of specialist services. We are one of the two accredited major trauma units for children in the North West and are also nationally commissioned as one of four epilepsy surgical centres, a service we provide in partnership with Manchester Children’s Hospital. As the regional cardiac surgical centre we continue to work with the cardiac network across the region in order to provide seamless pathways of care for children with congenital heart problems.

Alder Hey is a top performing trust and remains registered with the Care Quality Commission (CQC) without conditions. Our ratings from the health sector regulator, NHS Improvement (formerly Monitor), have been generally among the highest available (‘green’ for governance and 4 or 5 for financial performance) since authorisation as a foundation trust in 2008 and we have consistently achieved the majority of the government’s access and quality targets, including those for infection rates.

Our services are managed through a Clinical Division model, with each Division led by a senior clinician, a senior manager and a senior nurse. Together with service leads and managers, they are responsible and accountable for the overall clinical, workforce and financial performance of their area.

Research intensive organisations are associated with better health outcomes, and Alder Hey has a thriving research portfolio in partnership with NHS, academic and commercial partners. Since the inception of the National Institute for Health Research (NIHR) Clinical Research Network, the Trust has enrolled 30,000 children and young people into research studies, more than any children's healthcare provider in the UK. The NIHR Alder Hey Clinical Research Facility for Experimental Medicine is now helping us to translate scientific discoveries into clinical studies that will ultimately support new treatment options for babies, children and young people. The Trust remains a significant leader and contributor to applied clinical research studies improving the health and wellbeing of children and their families.

The Trust is supported by two main registered charities: through the work that the Alder Hey Children’s Charity does to support the hospital, we can ensure that our pioneering work continues to make a difference to the lives of children; the Ronald McDonald House charity supports up to 84 families in ‘home away from home’ accommodation on site whilst their children are being treated in the hospital.

We have an active Council of Governors representing patients, parents, carers, staff, the general public and partner organisations. We have also established a Children and Young Peoples’ Forum that meets regularly with Trust staff and has input to a range of hospital activities and plans, as well as playing a key role in the recruitment of key Board level posts.
I love working at Alder Hey. The Trust has created a collaborative environment where everyone genuinely wants to help and support each other. It really does feel like I’m part of a big family. I’m also lucky to work with such a skilled and positive team and of course the patients make it really special.

ANGELA MCDONALD, Matron for Complex and Specialist Medicine
OUR SERVICES The four Divisions are made up as follows:

**MEDICINE**
- Accident and Emergency Department
- General paediatrics
- Diabetes
- Respiratory medicine
- Infectious diseases
- Immunology
- Metabolic diseases
- Nephrology
- Rheumatology
- Gastroenterology
- Dermatology
- Endocrinology
- Dietetics
- Oncology
- Haematology
- Palliative Care
- Bereavement services
- Radiology
- Pathology
- Pharmacy
- Psychology
- Therapies
- Long term ventilation
- EBME
- Bed management
- Medical records
- Outpatients
- Phlebotomy
- Medical day care
- Booking and scheduling

**SURGERY**
- Cardiac surgery and Cardiology
- Paediatric Intensive Care
- High Dependency Unit
- Burns Unit
- General surgery
- Urology
- Gynaecology
- Neonatal surgery
- Theatres
- Anaesthesia and chronic pain
- Ear nose and throat and audiology
- Cleft lip and palate
- Ophthalmology
- Maxillofacial surgery
- Dentistry and orthodontics
- Neurosurgery and neurology
- Craniofacial surgery
- Orthopaedics
- Plastic surgery

**CORPORATE SERVICES**
- The Alder Hey Childrens’ Charity
- Arts for Health
- Building Services Team
- Business Development
- Catering
- Clinical Audit
- Clinical Governance and Risk Management
- Concierge
- Counter Fraud
- Data Quality
- Emergency Preparedness and Business Continuity
- Estates
- Equality and Diversity
- Facilities
- Fire Safety
- Finance
- Governance and Quality Assurance
- Health Promotion
- Infection Prevention and Control
- Information Governance
- Interpreting and Translation Services
- Intravenous Therapy
- Information Management Communication and Technology (IMC&T)
- Marketing and Communications
- Medical Devices
- Patient Advise and Liaison Service (PALS)
- Portering
- Procurement
- Resuscitation
- Spiritual Care
- Transcription
- Volunteering Services
- Human Resources and Organisational Development
- Clinical Coding
- Business Intelligence
- Health and Safety

**COMMUNITY SERVICES AND CAMHS**
- Children’s community nursing team
- Homecare
- Community matrons
- Community therapies
- Neurodevelopmental paediatrics
- Community paediatrics
- Safeguarding services
- Fostering and adoption
- Child and Adolescent Mental Health Services
CURRENT VACANCIES

All vacancies are advertised on NHS Jobs and the communications to you from us following your application will be emailed to you via the email address you have used to register with the site. If you have any issues please contact us on recruitment@alderhey.nhs.uk.

When you are searching for a role on NHS Jobs www.jobs.nhs.uk you can use the search engine to assist you. The advertisement will provide a brief description of the role, salary information, contractual information, contact details and a job description and person specification.

In order to submit an application you are required to register with NHS Jobs, should you need any support when doing this follow the link www.jobs.nhs.uk/help/help_cand.

If you would like more information about careers in the NHS you can review the following website which may help. www.healthcareers.nhs.uk.

Volunteering, Work Experience and Pre-employment Opportunities Available

We are always looking for new volunteers. Our volunteers need to be 16 or over, able to commit to at least four hours per week, enthusiastic and enjoy interacting with people.

Our volunteers tell us that giving their time is an incredibly rewarding and enjoyable experience, allowing them to meet friends, gain new skills and contribute to the community.

Alder Hey volunteers operate in a variety of different roles and they have the opportunity to tell us the role they would most like to do.

Volunteers complement the roles of paid staff; they do not replace them. Careful consideration has therefore been given to activities that volunteers undertake. Volunteers do not provide core services; instead they provide support which adds value to services and the roles of paid staff.

All volunteers are required to go through a six-week induction period, during which their time will be spent in our hospital atrium meeting and greeting families, helping them find their way to appointments and supervising children’s play areas.

After their induction, the type of roles our volunteers play include:

- Assisting on wards during meal times
- Accompanying patients onto the ward play decks
- Carrying out patient feedback surveys

Many of our volunteers enjoy working in the atrium so much, they choose to stay in that role!

Work experience – The Trust works in partnership with various local education providers offering work experience programmes and careers events, for further information please contact workexperience@alderhey.nhs.uk

Pre-Employment Programmes – To support local un-employed people back into work the Trust co-ordinates quarterly programmes in partnership with Job Centre Plus. The programme offers 10 weeks of work based learning providing training in either healthcare or administration roles. At the end of the programme successful learners are given the opportunity to apply for internal roles within the organisation. For further information contact recruitment@alderhey.nhs.uk
The aim of the Apprenticeship Programme is to upskill our staff with development opportunities to ensure we are making the most of our talented workforce! Apprenticeships increase confidence, support you in your role and are an excellent way to promote career progression. Apprenticeships have gone through significant reform; they are for all ages and are available in over 300 subjects, from Level 2 through to Degree and Masters, for example: Accountancy, Pharmacy, Healthcare, Project Management, Business Admin and Leadership and Management, to name but a few.

Alder Hey is an Employer Provider, this means we have been given approval to deliver Apprenticeships by the Education Skills Funding Agency (ESFA); this is excellent recognition of the quality of our work. Our future plans are to increase the subjects that we deliver in-house but for now we will work with first-rate local Colleges and Providers that support us.

If you wish to find out more about how Apprenticeships can support you please email Apprenticeships@alderhey.nhs.uk.

Alder Hey is a great place to work – I’m really glad I made the move! I don’t work directly with patients myself, but I still see the positive difference that we make to the lives of children and young people, and their families, on a daily basis – and that is really satisfying.

GERRY THOMAS
Apprenticeship Manager
EQUALITY AND DIVERSITY

The Trust is committed to both the principles and practice of equality and diversity. This commitment runs through our vision and strategic aims which inform every part of what we do. We are also committed to helping all levels of our workforce reflect the communities we serve.

It is important that the Trust provides an environment free from harassment and prejudice where all are valued equally; this commitment applies irrespective of age, race, gender (including gender reassignment), religion or belief, sexual orientation, partnership/marital status, caring responsibilities, social status and disability. It is the responsibility of all those in the Trust to operate within the Trust’s policies and to treat everybody fairly, courteously, without prejudice and with respect. The Trust provides training, advice, guidance and support for all employees. More information on equality and diversity can be found on the Intranet.

STAFF BENEFITS

Here are some of the benefits of joining our team:

• Being part of Alder Hey, with its reputation as a leader in the field of paediatric healthcare and state of the art hospital which was opened in 2015

• As a major employer of more than 3,200 staff, we are committed to providing a healthy and supportive workplace environment

• Access to Learning and Development opportunities, delivered by a dedicated team of L&D professionals

• A commitment to supporting Equality and Diversity

• Generous annual leave entitlement

• Opportunities for Flexible Working

• Generous maternity, paternity and adoption leave entitlements

• Long service awards

• NHS Pension Scheme - one of the most comprehensive schemes within the UK

• A free, confidential staff counselling service, provided by the Alder Centre

• Access to a nursery, providing places for the children of Trust employees, specialising in both full and part-time day care for children aged three months to five years of age

• Free flu jabs

• Staff lottery, with a draw that takes place once a month

• Health Service Discounts providing exclusive NHS discounts, offers and deals for NHS employees, their families and friends

• Child Care Vouchers

• Access to Apprenticeships
LIVERPOOL AND THE NORTH WEST

Famous for being the birthplace of the Beatles and home to Liverpool and Everton football clubs, there’s more to Liverpool than music and football!

With a population of nearly half-a-million, Liverpool is located in England’s North West and is well connected to Warrington, Chester, Manchester, the Midlands – and further afield – via major road and rail networks, and one of the UK’s longest established and fastest-growing regional airports.

Liverpool has enjoyed lots of recent investment, transforming the city centre with schemes such as the Liverpool ONE development which connects the heart of the city to its historic waterfront. That stunning waterfront – incorporating the world-famous ‘Three Graces’: the Royal Liver Building, the Cunard Building and the Port of Liverpool Building – forms part of the Liverpool Maritime Mercantile City UNESCO World Heritage Site. In addition to this, Liverpool has one of the largest collections of Grade II-listed buildings outside London, and also boasts the largest collection of museums and galleries anywhere outside of the Capital.

You’ll find most forms of shopping experience in Liverpool or close-by, from major high-street shops at Liverpool ONE or the nearby Trafford Centre, to smaller, specialist independent retailers. There’s also a thriving nightlife in Liverpool, with world class dining and bars to cater for all tastes and ages.

Within easy access of Liverpool and the North West you’ll find areas of outstanding natural beauty including the Lake District and Yorkshire Dales, along with places of significant historical interest, such as Chester with its Roman heritage and cathedral, and historic towns of North Wales.

Whatever it is you’re looking for, you’ll find it in Liverpool and the North West.
I am really enjoying my time with Alder Hey. Everybody has been really supportive and made me very quickly feel part of the ‘Alder Hey family’. There’s a great spirit here at Alder Hey; it lifts you!

MOHAMED ABDOU  
Specialty Doctor - General Paediatrics

This is my first UK job. It’s a challenging experience and could have been much tougher without the support of the people in the HR department at Alder Hey.

They were by my side from the day that I passed the interview, throughout the whole recruitment process and even after I landed in the UK.

They were professional and effective, but at the same time kind, helpful and supportive.

I really appreciate their continuous help and tremendous support. They are one of the main reasons why I’m proud and happy to be working at Alder Hey.

TRACY AMOS  
Administration Assistant
The recruitment team were extremely helpful in my recruitment process and in assisting with my certificate of sponsorship. They were very efficient and always quick to respond.

ANDREW WEEKS,  
Clinical Fellow  
General Paediatrics  

If you would like any more information about any of the details in this brochure, please contact:

By post: Alder Hey Children’s NHS Foundation Trust, Eaton Road, Liverpool, L12 2AP  
By telephone: 0151 228 4811  
By email: communications@alderhey.nhs.uk  

www.alderhey.nhs.uk