



NHS Wales

Financial Management Graduate Scheme 2019

**Do you have drive,
determination and a desire to
make a difference to patients
and the people of Wales?**



The challenge



NHS Wales Core Principles

We put patients
and users of our
services first

We seek to
improve our
care

We focus on
wellbeing and
prevention

We reflect on
our experiences
and learn

We work in
partnership and
as a team

We value all
who work for
the NHS

NHS Wales is the publically funded
National Health Service of Wales
providing healthcare to some 3 million
people who live in the country.

The level of complexity, unprecedented financial pressures,
greater partnership working across sectors and an increased
focus on improvement productivity and safety – as well as the
rising expectations of patients and rapid technological change
- requires a new leadership skill shift.

NHS Wales needs leaders who have the talent and drive to
improve our patients' experience, who will learn practical
financial and management skills and grow their leadership
strengths to earn the reputation of hard-working
professionals who deliver results in a complex and fast paced
environment.

We are looking for people with passion, energy, commitment
and the highest level of integrity who want to commit to a
financial management career, and who are comfortable living
by their values and doing the right thing, even when it's
tough.

**Our three year Financial Management trainee
scheme will stretch and develop you.**

You can expect a tough, hands-on learning experience,
working alongside multi-disciplinary teams, gaining the
financial and management skills needed to ultimately improve
the health of everyone in Wales.

Through this, you will qualify as a professional accountant whilst also developing the wider
skills needed to work with others to drive continual improvement in healthcare services.

Your learning journey

We'll give you training, support and guidance to develop your potential.

Successful applicants will build on their assessment experience and continue to develop their leadership competencies, behaviours and values with individual development plans for continued professional development.

You will study for an accredited professional accountancy qualification (ACCA) over 3 years and will be expected to achieve this qualification in order to graduate from the Scheme. Our generous study leave package surpasses the standards required by professional institutes.

Work based placements will provide experience of different finance roles in one or more organisations. You will learn how to apply financial, business and leadership skills into real work situations, working closely with doctors, nurses and other health professionals to ensure the best decisions about modern, effective and flexible services are made, including making tough decisions about where and how resources are allocated and money is spent.



What we are looking for

We are looking for highly effective individuals who work well in a team and in partnership with others. You will be a strong communicator with the ability to engage, influence and inspire confidence. You'll need to be good at absorbing information, analysing problems and coming up with ideas. You should enjoy being challenged and have the drive, confidence and resilience to get things done. You will also have to have the academic rigour required to pass professional accounting exams.

As part of the application you will be assessed against a number of key skills and competencies, including the NHS Wales Competency Framework for Managers.

Application criteria

- 2:2 degree or higher (or equivalent)
- Eligible to work in the UK



How to apply

The application process will have a number of parts:



Part 1: Online Application Form

This initial application process consists of a standard NHS online application form through NHS Jobs. If you are successful at this stage you will be invited to complete a series of competency questions and success at this stage means you will be invited to Part 2.

Part 2: Skills Assessment

Successful candidates from Part 1 will be invited to undertake online tests. If you are successful at this stage you will be invited to Part 3.

Part 3: Assessment Centre and Interviews

Assessment centre and interviews with a panel of finance professionals from NHS Wales will help us to find out more about your aptitude and skills set.

Offer: Congratulations

Successful candidates will be offered a post subject to pre-employment checks and verification of qualifications and other eligibility.

Applications for the 2019 scheme are open

The closing date is 31 October 2018

To find out more just go to our website

www.financeacademy.wales.nhs.uk/graduate-trainee-scheme

Or email us on **finance.academy@wales.nhs.uk**

NHS Wales Financial Management Graduate Scheme - FAQs

Will I need an accounting or maths degree?

You don't need a degree in accountancy or maths. While you will need to be numerate, we welcome applications from people with a degree from Archaeology to Zoology and everything in between. Our application process is designed to identify whether you have the skills we need.

Where will I be based?

You will be placed in one of the Health Boards, NHS Trusts or other NHS bodies in Wales, although you may also have the opportunity to spend some time in other areas. Wales is a small and beautiful country, and wherever you are based you will be close to vibrant cities, busy market towns, stunning beaches and mountains. Once open for applications, our website will give information about the organisations that are recruiting this year.

Do I need to speak Welsh?

You do not need to speak Welsh to apply, nor to undertake your role. Depending on where you are based you may hear Welsh spoken by the local community and should you wish to learn you can get support from your host organisation.

What is the length of the scheme?

The scheme is for 3 years, which fits with the timetable to complete the accounting qualification and submit your professional portfolio.

What is the accounting qualification?

You will study for ACCA (Association of Chartered Certified Accountants). ACCA is a CCAB member and you can find out more on the ACCA website.

How much will I earn?

The starting salary is around £23,125. This increases each year of the scheme – subject to you achieving your performance targets and passing each examination stage, which will allow you to progress to the next year.

You can find out more about our scheme and details of how to apply, plus more detailed answers to these and other frequently asked questions on our website

www.financeacademy.wales.nhs.uk/graduate-trainee-scheme

