



Northern Care Alliance
NHS Foundation Trust

Candidate Information Pack



Careers
at NCA

CARE APPRECIATE INSPIRE



Welcome message

Hello and thank you

for your interest in joining the Northern Care Alliance NHS Foundation Trust (NCA). We are one of the largest acute and community trusts in the country, providing hospital, community and social care services to over one million people in Greater Manchester. With over 20,000 highly skilled colleagues working across four boroughs – we're the biggest local employer for our area and are committed to being a true anchor institution. Our size brings benefits to our local communities, our people, and their careers. We provide opportunities to learn, develop, train, teach, research and collaborate with partners and industry.

We are leading the way in many areas of healthcare and showcase our work nationally and internationally.

The NCA is an exciting place to work, and we have great ambitions for the future. As we grow and evolve, caring for and supporting our patients and service users remains at the heart of everything we do.

We care about our colleagues and are committed to creating a place where people feel appreciated and inspired. We want all our people to feel supported, developed, valued and cared for every time they come to work. We also have an extensive health and wellbeing programme in place to support everyone to feel at their best inside and outside of work.

We hope you see the NCA as a place to grow your career and make a difference.

I wish you every success in your job search.

Dr Owen Williams

NCA CHIEF EXECUTIVE OFFICER



The NCA is truly an exciting place to work and we have great ambitions for the future



About us

We're a dynamic and forward-thinking organisation at the forefront of healthcare innovation and excellence in Greater Manchester.

Our dedicated colleagues – across Bury, Rochdale, Oldham and Salford - oversee around 11,000 patient contacts each week, delivering high standards of health and social care from a variety of acute and community locations.

We are proud to offer some of the best services in the UK, topping the charts for clinical trials and providing complex treatment to patients from all over the north west.

Our energy for clinical expertise is driven by our ambition to save and improve lives, and this is further ignited by our passion and responsibility to tackle inequalities and improve health outcomes in all of our places.

Integrated working continues to be key to this, and we are proud to be multi-award winners for initiatives with partner organisations across health, social and voluntary sectors by delivering personalised, and localised care in our communities.

As an organisation, we are already delivering meaningful digital innovation that benefits both patients and colleagues and we aim to make further progress by following a well-defined Digital Strategy that supports our ambitions for the next five years to transform our digital healthcare services - including a bold commitment to delivering a trust-wide Electronic Patient Record (EPR).

We are proud to be forward-thinking and have a combination of 300+ professions working to deliver exceptional care to our communities. So, if you're looking to make a difference, and drive progress for the people of Greater Manchester, this is the place for you.



Key facts about NCA:

- ✓ Home to one of the UK's leading dermatology departments.
- ✓ Serves as a Major Trauma Centre for Greater Manchester.
- ✓ Renowned for gastroenterology, diabetes, and renal research.
- ✓ One of the leading neurosciences centres in the UK.
- ✓ Award-winning hospital green spaces.
- ✓ Leading providers of oncology services and specialist cancer care.
- ✓ Surgical hub for the north west, offering patients quicker access to vital procedures.
- ✓ Operates the first hybrid major trauma RAPTOR theatre in the UK.

Vision 10

Over the next decade, it's our ambition for the NCA to become the safest and most effective organisation in the NHS.

We want to be a place where people from all over the country aspire to work and make a difference by challenging inequalities and improving health.

We want to help improve the lives of patients, families and carers across all our communities. The same applies to our colleagues and volunteers within the NCA family – because we know that improving lives means supporting our people to be healthy and happy in their profession.

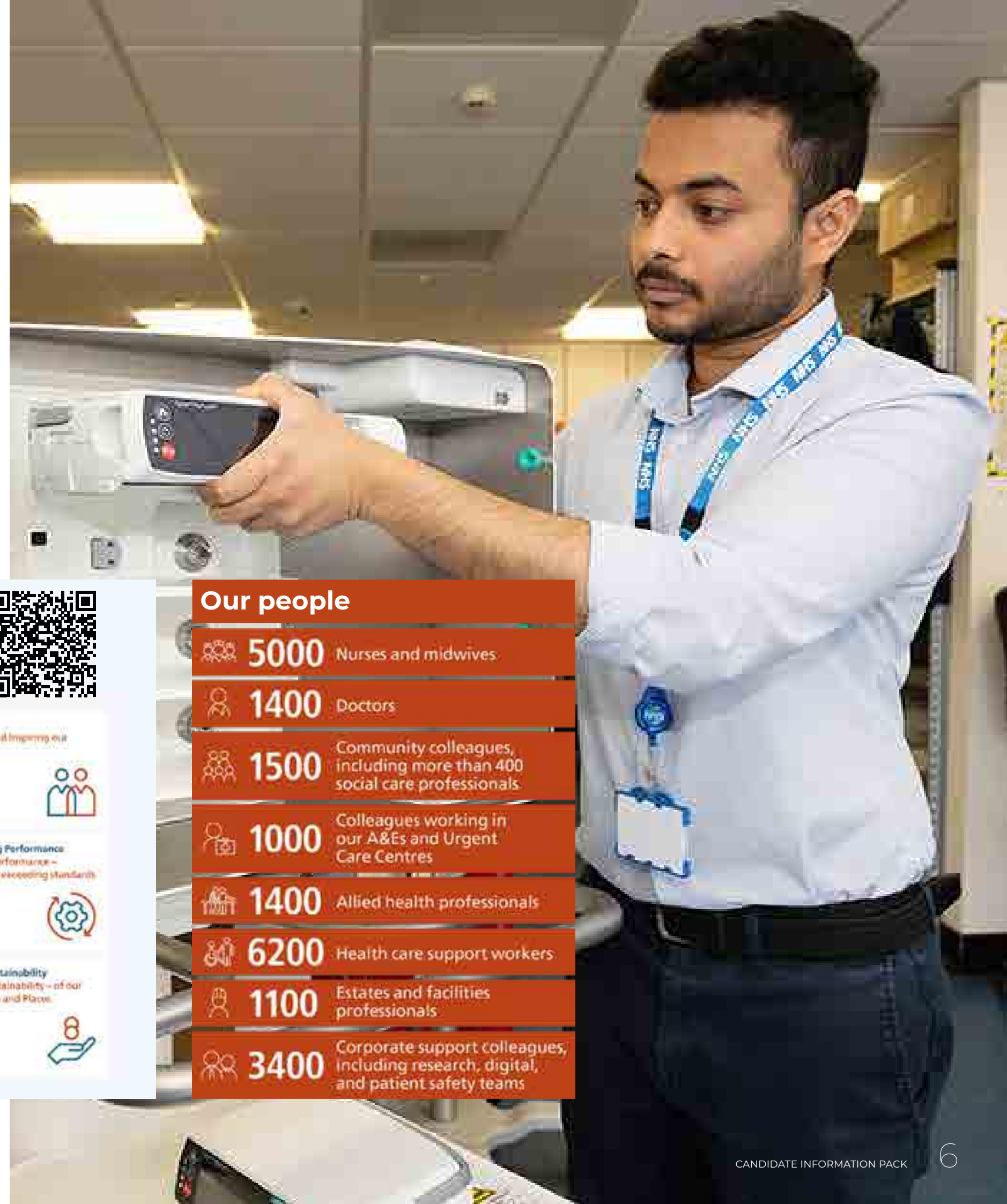
Our long-term plan, called Vision 10, is all about making positive change happen.

Read more about our ambitions for the future:

[Vision 10: NCA 10 Year Strategy : Northern Care Alliance](#)

Learn more about our digital transformation plans:

[NCA Digital Strategy :: Northern Care Alliance](#)



VISION

Our Mission

**Saving Lives,
Improving Lives**

We have a shared purpose and are committed to improving safety and effectiveness, giving an excellent experience, and promoting inclusion and equality.

Our Vision

**Safest and most effective
organisation**

**Excellent outcomes and
experience**

**Improve health and
tackle inequalities in all
our places**

**The place where people
want to work**

Our Ambitions

Population Health
Improving Population Health in
all our Places, working with
Partners



Improving Quality
Improving Quality – safety,
experience, outcomes



Supporting Development
Supporting Social and Economic
Development in all our Places



Our People
Caring for and improving our
People



Transforming Performance
Improving Performance –
meeting and exceeding standards



Financial Sustainability
Financial sustainability – of our
Organisation and Places



Our people

5000 Nurses and midwives

1400 Doctors

1500 Community colleagues,
including more than 400
social care professionals

1000 Colleagues working in
our A&Es and Urgent
Care Centres

1400 Allied health professionals

6200 Health care support workers

1100 Estates and facilities
professionals

3400 Corporate support colleagues,
including research, digital,
and patient safety teams

Our Values

Together, we are creating a culture where care, appreciation and inspiration thrive.

By living our values through everyday interactions, we can build a stronger, more resilient, and forward-thinking organisation, guiding us to achieve success and make a positive impact on how we deliver our services.

If you're thinking about joining us, this is what we will be looking for you to demonstrate:

CARE
APPRECIATE
INSPIRE
Be the difference.

CARE

We listen and treat each other with kindness

APPRECIATE

We value and respect other's contribution

INSPIRE

We speak up and find ways to be even better



Values :
Northern
Care Alliance
Careers



Living here

Greater Manchester offers charm, energy, and warmth. With a rich industrial heritage and vibrant cultural history, it blends urban sophistication with access to quaint market towns nearby.

Housing is affordable and excellent transport links keep you connected to city and countryside attractions. Families enjoy access to a highly regarded education system with excellent schools, while the region offers abundant green spaces, and easy access to the Peak District, Lake District, and coast.

Whether you're local or new to the area, here's a quick glimpse of what makes Manchester and Greater Manchester so special.

Property

Whether you're interested in city centre living with all the attractions of shopping, eating and nightlife on your doorstep or a more suburban base, this northern region has got it all. House prices are significantly lower than London too. Plus, there are excellent schools, green spaces and transport links.

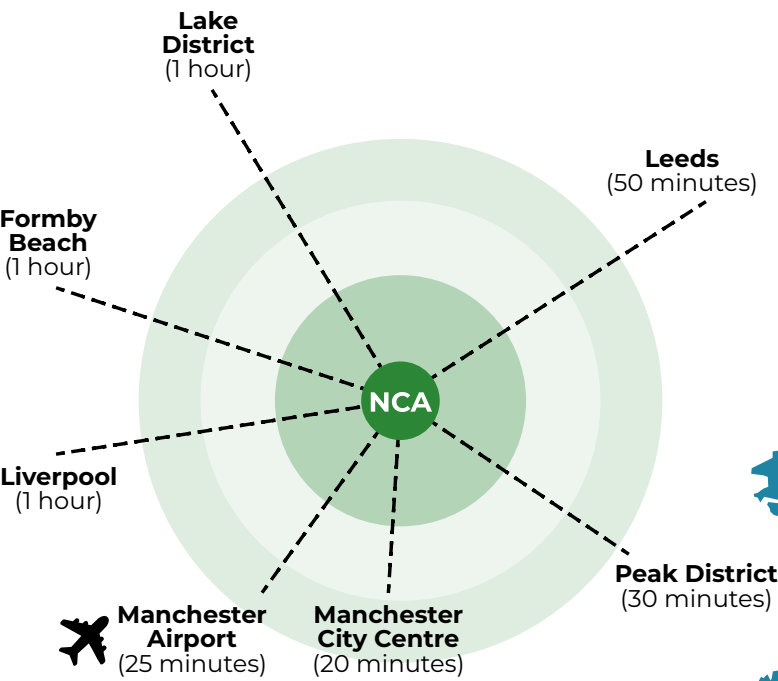
Out of the City

There are lots of green spaces and countryside for you to explore. From woodland walks to windswept moors, wildlife habitats to water sports, Greater Manchester is surrounded by countryside which delivers the very best nature has to offer.



Transport links

Wherever you are in Greater Manchester, you're not too far away from a cycle lane, bus or tram stop, train station, motorway or airport. The coast and the countryside are around an hour away by car and you can take a train into London within two hours.

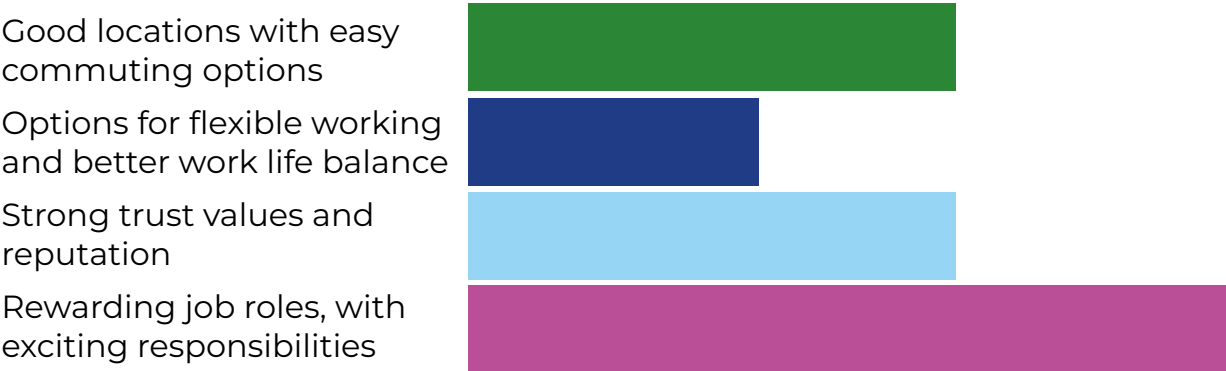


To read more about our locations scan the QR code.

Why join us

So, you're looking to join the NCA? You're not alone. We receive approximately 6,000 job applications each month from people looking to pursue a career at our Trust.

Here are why job seekers are choosing us above other NHS organisations.



Annual New Starter Survey 2025

Our meaningful careers, combined with exciting professional and personal development opportunities, enable you to make a real difference in our communities. Whether you're looking for an entry-level role or bringing significant experience to our team, you'll find a career where you can have a genuine personal impact.

You'll also benefit from joining an organisation that is committed to high-quality employment practices and continuous improvement, shaped by actively listening to colleague feedback, including insights from the NHS Staff Survey.



Scan the QR code to read more about careers at the NCA

Enjoy our rewards and benefits

Our benefit offerings include health and wellness, financial planning tools, flexible working and more! We strive to provide our colleagues with the best rewards and incentives, going above and beyond the NHS standard.

Here are just some of the reasons why you'll love working here:

27+ days annual leave	Generous pension scheme	Maternity, paternity & adoption leave	Flexible & remote working options
			
Inclusive staff networks	Accessible prayer rooms	Protected wellbeing hours	Long service awards
			
Access to bike storage	Eye test vouchers	Car lease scheme	Retail discounts
			



Scan the QR code to read more about our other rewards and benefits





SHORTLISTED: Healthdaq®
Recruitment Team of the Year Award

Trust in your recruitment

Applying for a new job should be an exciting experience, full of possibilities. Our recruitment team are here to help you through the process and if successful, help you get started in your new role as soon as possible.

We care about the experience of all our new recruits and consistently rank as one of the fastest in the NHS for completing pre-employment checks - two weeks quicker than the national average!

This means you won't be left waiting once you've secured your dream job with us. Our efficiency and attention to detail have impressed many of our recent hires, with 86.4% rating their recruitment experience as "excellent" or "good" in 2025.

Hear from some of our recent starters:

It's the best HR experience I've had in my 10+ years in the NHS. Painless and seamless, you and your department are doing truly stellar work.

Everything was completed online including ID check, so there was no unnecessary travelling which was very convenient for me. Very slick operation - I am impressed!

Health and Wellbeing

We want everyone to feel supported and at their best while working with us. That's why we offer all employees access to a range of services and resources to help look after your physical, financial and mental health and wellbeing.

From your first day, you'll be able to explore a wide selection of health and wellbeing resources, including some award-winning initiatives such as our Wellbeing and Attendance Management Policy (HPMA Awards, 2025).

We're always listening and regularly reviewing our wellbeing offer so it continues to reflect what our people need.

Below are just some of the ways we can support you:

A cycle to work scheme



Free eye tests



24-hour independent confidential counselling & advice service



Mental Health Champions



Flexible working



Compassionate Wellbeing & Attendance Management Policy



Exclusive HobbyHealth membership



Work based health assessments



[Health and wellbeing:](#)
[Northern Care Alliance Careers](#)



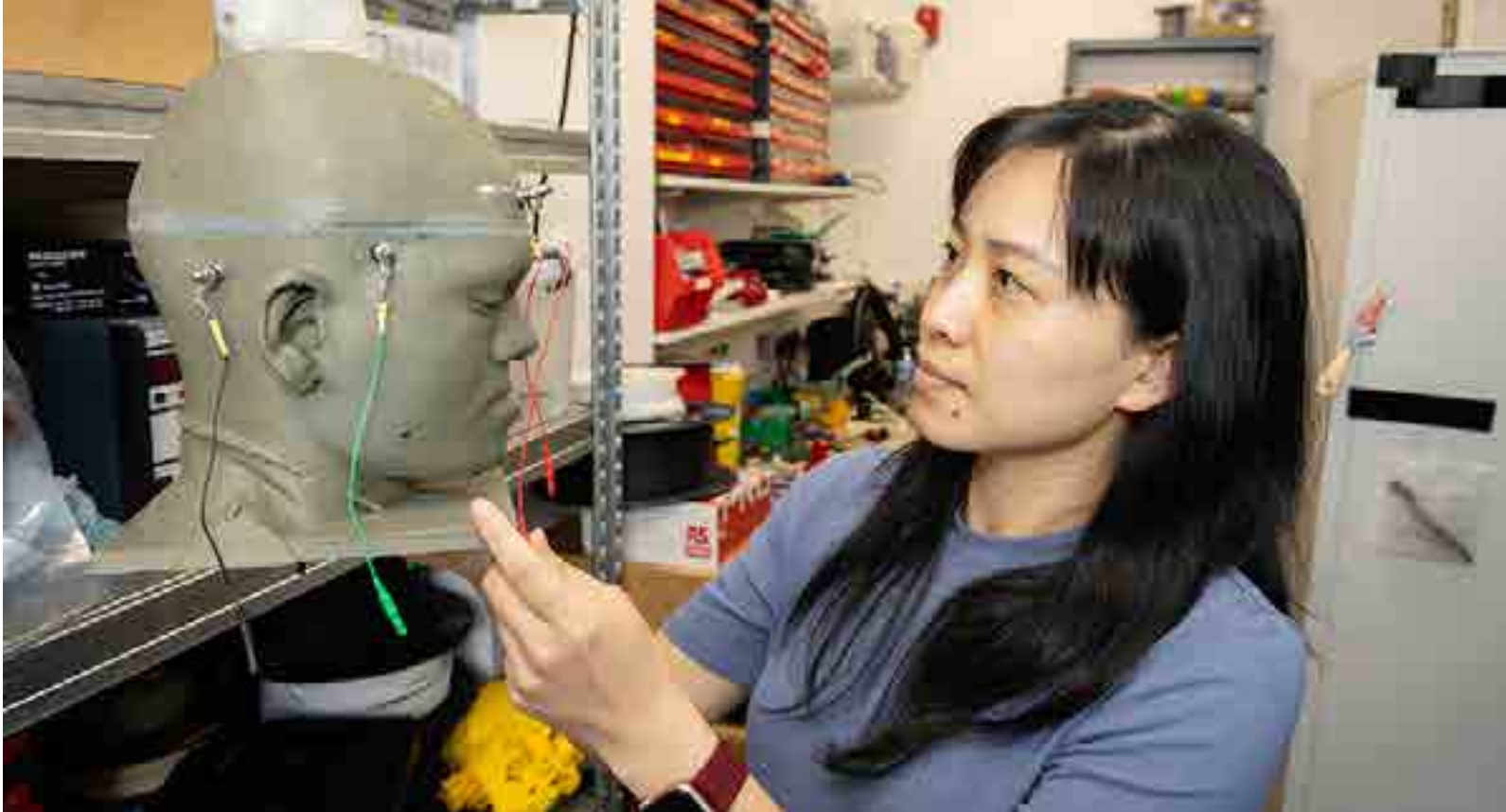
Inclusive recruitment

At NCA, we view our diversity as a strength so please don't let doubts about whether you'll fit in hold you back. If you bring the best of yourself - and are able to blend your knowledge and past achievements with a passion to make a difference –you'll stand every chance of securing one of our very exciting roles.

Please let us know if you need any support or adjustments during each recruitment stage to ensure it is inclusive and works for you. If you require a job application form in an alternative format, for example, large print, audiotape, braille or easy read, please contact:

 resourcingnca@nca.nhs.uk

We have made a positive commitment to employing disabled people and those from the armed forces community by providing guaranteed interviews to candidates who meet the minimum essential criteria for the role as set out in the job description and person specification. If you wish to apply under the guaranteed interview scheme, please complete the appropriate section on the online application form.



Next steps

Discover more about our hiring process and gain valuable insights to help you navigate the application stage with confidence. Explore our step-by-step recruitment process and access helpful tips to enhance your application.

Learn more here: [Recruitment process: Northern Care Alliance Careers](#)

If you have any questions about a specific role, feel free to reach out to the relevant recruiting manager. Their contact details can be found within the job advert.

www.careers.northerncarealliance.nhs.uk



'GLASSDOOR'

VISIT NCA ON GLASSDOOR

Hear what it's like to work at NCA in our people's own words.

Glassdoor is an online platform where employees can publish their own personal reviews of their work experience. Find out what your potential future colleagues value most about their time at NCA.

