

Be part of a
community that cares



Sussex Community
NHS Foundation Trust



As the largest provider of community healthcare services in Sussex, our teams help people to plan for and manage changes to their health, supporting patients and their families to live more independently. We employ over 5,000 full and part time staff and provide community services to a population of 1.3 million people.

Each year our dedicated clinicians see adult or child patients more than 2.6 million times, caring for people from their earliest moments right up to the final stages of their life. SCFT teams deliver a range of health and care services to more than 9,000 people every day, working in care homes, clinics, intermediate care units, people's own homes, GP surgeries, schools and other community venues across the region.

Our vision is to provide **excellent care at the heart of the community** and achieving the highest level of service is our top priority. We develop and nurture our staff and recognise that they are our greatest asset. We give them clear career pathways, support their wellbeing, recognise and value their diversity and provide them with the leadership, skills and knowledge they need to deliver the best care for our patients now and in the future. Jobs are available in a wide variety of services, both adult and children's, at locations across East and West Sussex.

WHY WORK WITH US?

- ✓ Our response rate for the NHS Staff survey is consistently high (over 65%), and our approach to staff feedback is 'We listen, we respond'
- ✓ The Care Quality Commission (CQC) rates our quality of services as good with outstanding features.
- ✓ Located in stunning Sussex, with easy access to the South Downs and the coast
- ✓ **Real Living Wage Employer**, with great rates of pay
- ✓ Variety of working environments across the community, in patients' homes, within our community hospitals and bases across the county
- ✓ Supportive **flexible working patterns** such as: part time, flexi time, annualised hours, and flexi retirement options
- ✓ Cost-effective **workplace nurseries** in Crawley, Hove and Brighton
- ✓ Supportive team environments
- ✓ Excellent **training and development** opportunities
- ✓ Research opportunities
- ✓ Level 3 accredited **Disability Confident Leader**, committed to creating inclusive workplaces
- ✓ Thriving EMBRACE, Disability and Wellbeing, LGBTQIA+, Religion, Spirituality and Belief and Armed Forces **staff networks**
- ✓ Veteran Aware Trust, achieving accreditation from **Veterans Covenant Healthcare Alliance** (VCHA)
- ✓ Access to a wide range of benefits and discounts for NHS staff

Disability Confident Leader

As a Level 3 Disability Confident Leader, we are committed to removing barriers to employment and creating an inclusive workplace where everyone can thrive. We actively support disabled colleagues and applicants through:

- A guaranteed interview scheme for disabled candidates meeting essential criteria
- Reasonable adjustments at every stage, from recruitment to career development tailored to individual needs
- Specialist support through our Disability and Wellbeing Staff Network

We welcome applicants from all backgrounds and strive to make our organisation a place where everyone belongs.

Veteran Aware Employer

We are proud to be a Veteran Aware Trust, accredited by the Veterans Covenant Healthcare Alliance (VCHA). Our commitment extends beyond patient care, we actively support veterans, reservists, and military families in their careers.

As a forces-friendly organisation, we value the skills, leadership, and experience that service personnel bring. We offer:

- A guaranteed interview scheme for veterans meeting the essential criteria
- Tailored onboarding support for service leavers transitioning to civilian roles
- Flexible working policies to accommodate reservist duties
- An Armed Forces Staff Network, providing peer support and advocacy

Join us and be part of a team that respects, supports and champions those who have served.

Supporting Ethnic Diversity

We are committed to promoting an inclusive workplace where ethnically diverse staff thrive. Our EMBRACE Network provides a platform for Black, Asian and Minority Ethnic colleagues to connect, share experiences and influence positive change across the Trust.

We are committed to eliminating inequalities and ensuring that all colleagues feel valued and supported in their careers.

Career Pathways and Development

We are dedicated to nurturing your professional journey by offering a diverse range of opportunities to support your growth at every stage. Our comprehensive programs include structured apprenticeships, secondments, targeted training courses and leadership development initiatives - all designed to equip you with the skills, qualifications and support you need to thrive in a dynamic healthcare environment. Whether you're just starting out or looking to advance your expertise, our commitment to continuous professional development enables you to achieve your career ambitions.

Supporting Wellbeing and Work-Life Balance

We believe our people are our greatest asset. Our supportive and inclusive culture means that every employee can share their unique experiences and feel valued. We understand the importance of maintaining wellbeing and a healthy work-life balance, which is why we offer:

- Flexible working arrangements that enable employees to balance their professional and personal lives
- A staff wellbeing fund to support teams with wellbeing activities
- Wellbeing and Menopause Champions, along with dedicated specialist advice and materials for those going through menopause and perimenopause
- Comprehensive mental health support and access to employee assistance programs

Driving Innovation and Excellence

Innovation is at the heart of how we deliver high-quality, community-based care. By embracing cutting-edge digital technologies and pioneering new ways to work, we ensure that our teams are equipped to provide excellent care while continuously improving patient outcomes. Our commitment to excellence is evident in the forward-thinking practices we implement every day - helping us set new standards in community healthcare across East and West Sussex.

Commitment to Sustainability

We are not only focused on delivering exceptional healthcare but also on making a positive environmental impact. Our sustainability initiatives aim to reduce our carbon footprint and promote eco-friendly practices across all our Trust. From energy efficiency measures to sustainable commuting options, we strive to create a healthier, greener future for our communities and our workforce.

OUR VALUES

We encourage and expect all staff to actively promote and adhere to our values in every aspect of their work.

Compassionate care

Caring for people in ways we would want for our loved ones.

Achieving ambitions

For patients and service users, colleagues, our teams and our organisation.

Working together

Forging strong links with our patients, the public and our health and care partners, so we can rise to the challenges we face together.

Delivering excellence

Our patients and partners deserve nothing less.

Why not join an organisation that is inclusive, vibrant and celebrates success?