



GIG  
CYMRU  
NHS  
WALES

Addysg a Gwella Iechyd  
Cymru (AaGIC)  
Health Education and  
Improvement Wales (HEIW)



# NHS WALES

# GENERAL MANAGEMENT

# GRADUATE PROGRAMME

*Life changing for you and the people of Wales*

Two-year programme designed for  
aspiring NHS Wales future leaders

Fully-funded  
Masters programme

Hands-on  
learning experiences

Extensive orientation into  
placement organisations



2021 Intake

# About the programme

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A two-year programme that has been designed for aspiring future leaders of NHS Wales, gaining academic knowledge as well as a hands-on learning experience, based in placements across one of our 13 NHS Wales organisations. Trainees will undertake a fully funded Masters programme alongside work-based learning.

## Eligibility

- ✓ 2:2 minimum in any degree discipline
- ✓ Permission to work in the UK



Gain academic knowledge and hands-on learning experiences, undertaking placements in primary care, secondary care and a corporate division.



Throughout the programme you will receive extensive coaching, mentorship, training and a comprehensive orientation tour in your placement organisation to make the most out of your experience.



Working alongside inspirational and dynamic leaders, as well as an executive mentor, you will challenge the status quo, striving to improve and enhance the experience for patients, colleagues and partners.



The programme will stimulate your curiosity and innovation enabling you to influence and champion change.

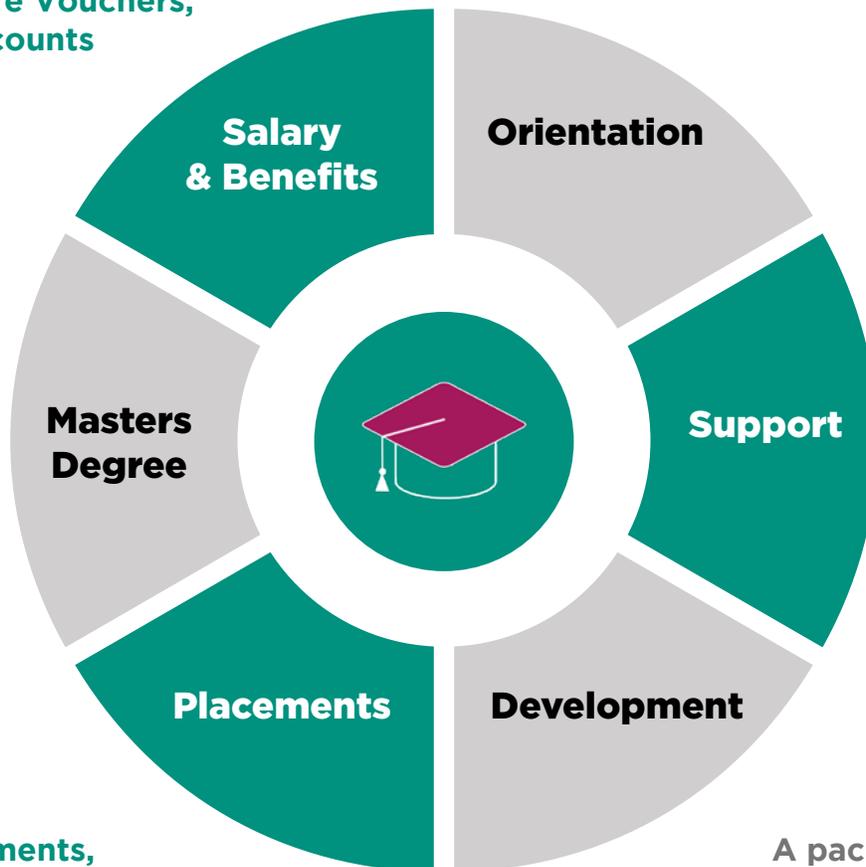
*"[I've pushed] myself to do things that previously I would be so scared to do. But I'm saying yes. I'm doing things. I'm very proud for doing that."*

# What you can expect

An annual salary of £26,523 plus a number of benefits including paid annual leave, NHS Pension, Health & Wellbeing Initiatives, Childcare Vouchers, Health Service Discounts and much more!

A 'helicopter' view across all services and an insight into the key components of how the organisation works

A fully-funded Masters degree, designed and commissioned specifically for this programme will complement on-the-job



Extensive support through seven levels of people guiding and cheering you on!

Undertake 3 placements, working as part of multi-disciplinary teams, collaborating with a wide range of stakeholders across NHS Wales, Welsh Government and other public agencies

A package of professional learning to maximise your development and ambitions

*"The scheme provides you unique opportunity to experience how things work across your host organisation. In the last 18 months I've worked in theatres, for a surgical directorate as part of the Operations Management Team [...] I've observed brain surgery, worked in a prison, developed data tools, written business cases, presented to clinical directorates and executives, reported to Welsh Government and started a masters degree. It's hard to think of another role which would give you such a broad experience base to start your career with."*

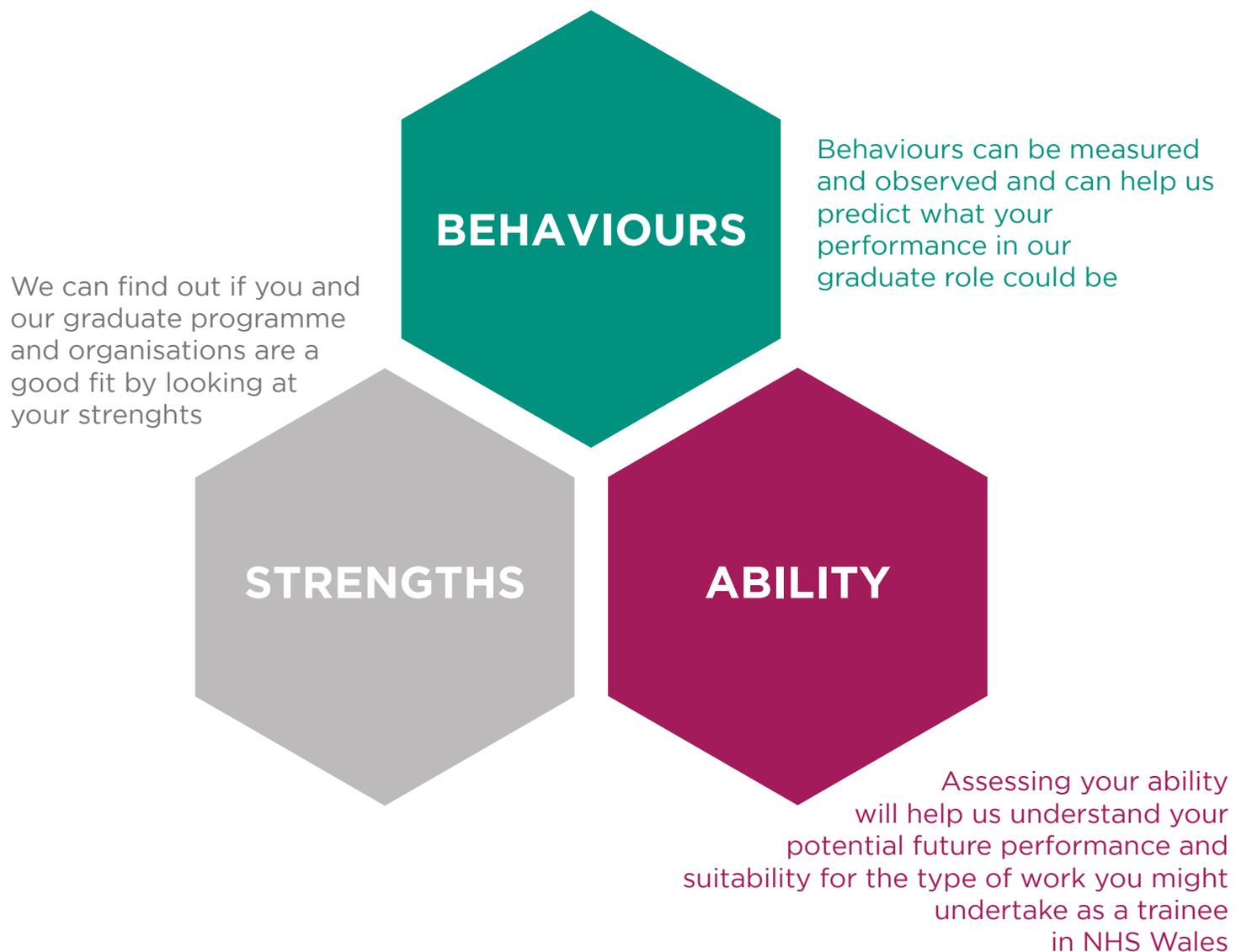
# What we are looking for

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Creative and innovative thinkers who can employ strong analytical skills to organise thoughts and develop plans by utilising information and facts to evidence the case for change. Close and positive collaboration with professionals will enable you to drive excellence through resilience and an unwavering focus to influence change, transforming and modernising our services.

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We will use **Success Profiles** to assess your application



*“There’s an opportunity to explore your strengths and weaknesses, develop yourself further and to work with and learn from highly experienced professionals who worked in this industry for years.”*

Where else would you get the opportunity or organisation that can offer experiences of sitting in on a surgery, riding in an ambulance, observing admissions in A&E, visiting a mortuary or attending a board meeting?

# Application process



**Application**

7th - 28th  
October 2020

**Online  
Test**

November 2020

**Online  
Interview**  
January 2021

**Personality  
Profile**  
December 2020

**Assessment  
Center**  
February 2021

**Decision Panel  
& Offers**  
February 2021



# Change the future of NHS Wales



Want to find out more  
about these exciting roles?

Visit the **General Management Graduate Hub**

**Applications close on  
28th October 2020**

Contact us at [Gwella](#) or  
email us [HEIW.GraduateProgramme@wales.nhs.uk](mailto:HEIW.GraduateProgramme@wales.nhs.uk)



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