

Performance and quality management

Our performance and quality managers make sure that our patients receive the best possible care by identifying high quality performance. They will also identify any risks and issues that may affect the standards expected and work with healthcare professionals to ensure our patients are protected.

As a manager of performance and quality, you will work with clinicians and other staff groups to set standards for the provision of services which are both ambitious and achievable.



Working life

There are a variety of job roles and job titles in performance and quality management. Examples include:

- [Clinical risk manager](#)
- [Head of performance management](#)
- [Quality assurance manager](#)

Clinical risk manager

Apprenticeships logo

You could report to the director of clinical governance, learning and development. You'll work closely with the risk manager and executive nurse. You'll be responsible for all aspects of clinical risk management.

Head of performance management

You could be instrumental in the continuous improvement of performance reporting and management in a [clinical commissioning group](#) ^[1] (CCG). You'd work in the finance, performance and project management office and have specific responsibilities for developing, implementing and embedding performance management systems.

You'll be involved in areas such as managing risk and monitoring performance

You'd need a comprehensive understanding of national and local performance standards and be capable of developing and implementing a range of performance reports and solutions to help improve quality.

Quality assurance manager

As a quality assurance ^[2] manager, you could be involved in working in education. You would make sure that effective arrangements are in place to ensure that our students and trainees' education is continuously improving and of the highest standard.

You'd work with a range of organisations including universities to make sure this happens.

Want to learn more?

- Find out more about the entry requirements, skills and interests required to enter a career in performance and quality management ^[3]
- Find out more about the training you'll receive for a career in performance and quality management management ^[4]

• Pay and conditions

Most jobs in the NHS are covered by the Agenda for Change (AfC) ^[5] pay scales. This pay system covers all staff except doctors, dentists and the most senior managers. If you work in performance and quality management, your salary will depend on your role. This could be anywhere between AfC ^[6] bands 5 and 9 depending on the precise role and level of responsibility.

NHS staff will usually work a standard 37.5 hours per week. They may work a shift pattern.

Terms and conditions of service can vary for employers outside the NHS.

• Where the role can lead

With further training and/or experience, you may be able to develop your career further and apply for more senior managerial roles. Relocation for promotion is common.

More diverse routes are now opening up, for example, jointly-funded posts between health and social services.

Management qualifications, such as an MBA (Master of Business of Administration) or DMS (Diploma in Management Studies) may be an advantage for some posts.

• Job market and vacancies

When you're looking for managerial jobs or apprenticeship vacancies, there are a number of sources you can use, depending on the type of and level of work you're seeking. However, most vacancies in NHS organisations can be found on the [NHS Jobs website](#) ^[7].

Some of the current vacancies are below.

Find a vacancy

Enter your location or postcode

Show results within

Search

◦ HR, Compliance and Quality Assurance Manager

Leicester, LE5 0PR

Salary:

Negotiable

Type:

Permanent

Employer:

Humberstone Medical Centre

[Apply now on NHS Jobs for HR, Compliance and Quality Assurance Manager job](#)
(opens in a new window) ^[8]

◦ Deputy Quality Assurance Manager: Aseptic Services

London, SE1 9RT

Salary:

£72921.00 to £83362.00

Type:

Permanent

Employer:

Guy's and St Thomas' NHS Foundation Trust

[Apply now on NHS Jobs for Deputy Quality Assurance Manager: Aseptic Services job \(opens in a new window\)](#) ^[9]

- **Quality and Risk Manager (South)**

Warwick, CV34 5AH

Salary:

Negotiable

Type:

Permanent

Employer:

Alliance Medical Ltd

[Apply now on NHS Jobs for Quality and Risk Manager \(South\) job \(opens in a new window\)](#) ^[10]

- **Advanced Therapy Quality Assurance Assistant**

London, SE1 9RT

Salary:

£42471.00 to £50364.00

Type:

Permanent

Employer:

Guy's and St Thomas' NHS Foundation Trust

[Apply now on NHS Jobs for Advanced Therapy Quality Assurance Assistant job \(opens in a new window\)](#) ^[11]

- **Quality Assurance Pharmacist in Primary Care**

Leeds, LS21 1PY

Salary:

£40000.00 to £50000.00

Type:

Permanent

Employer:

OneMedicalGroup

[Apply now on NHS Jobs for Quality Assurance Pharmacist in Primary Care job \(opens in a new window\)](#) ^[12]

- **Quality Governance & Risk Management Lead – Child Health & CAMHS**

Calow, Chesterfield, S44 5BL

Salary:

£46148.00 to £52809.00

Type:

Permanent

Employer:

Chesterfield Royal Hospital NHS Foundation Trust

[Apply now on NHS Jobs for Quality Governance & Risk Management Lead – Child Health & CAMHS job \(opens in a new window\)](#) ^[13]

- **Cancer Performance Manager**

Redhill, RH1 5RH

Salary:

£46148.00 to £52809.00

Type:

Permanent

Employer:

Surrey and Sussex Healthcare NHS Trust

[Apply now on NHS Jobs for Cancer Performance Manager job \(opens in a new window\)](#) ^[14]

- **Quality, Risk and Safety Midwife**

Nottingham, NG51PB

Salary:

£38682.00 to £46580.00

Type:

Permanent

Employer:

Nottingham University Hospitals NHS Trusts

[Apply now on NHS Jobs for Quality, Risk and Safety Midwife job \(opens in a new window\)](#) ^[15]

- **Quality Support Manager - Clinical**

Sutton, SM2 6ND

Salary:

£50000.00 to £60000.00

Type:

Permanent

Employer:

Aria Care

[Apply now on NHS Jobs for Quality Support Manager - Clinical job \(opens in a new window\)](#) ^[16]

- **Maternity Clinical Governance and Risk Manager**

Oxford, OX3 9DU

Salary:

£53755.00 to £60504.00

Type:

Permanent

Employer:

Oxford University Hospitals NHS Foundation Trust

[Apply now on NHS Jobs for Maternity Clinical Governance and Risk Manager job \(opens in a new window\)](#) ^[17]

- **Finance and Performance Manager, Private Patient and Overseas Services**

Oxford, OX4 2PG

Salary:

£47810.00 to £54710.00

Type:

Permanent

Employer:

Oxford University Hospitals NHS Foundation Trust

[Apply now on NHS Jobs for Finance and Performance Manager, Private Patient and Overseas Services job \(opens in a new window\)](#) ^[18]

- **Quality & Safety Manager**

London, W2 1NY

Salary:

£56276.00 to £63176.00

Type:

Permanent

Employer:

Imperial College Healthcare NHS Trust

[Apply now on NHS Jobs for Quality & Safety Manager job \(opens in a new window\)](#) ^[19]

- **Central Surgery - Performance and Data Manager**

Surbiton, KT6 6EZ

Salary:

Negotiable

Type:

Permanent

Employer:

Kingston GP Chambers

[Apply now on NHS Jobs for Central Surgery - Performance and Data Manager job \(opens in a new window\)](#) ^[20]

- **Managing Director, NHS Wales Performance & Improvement**

Bridgend/Cardiff, CF35 5LJ

Salary:

£155992.00 to £167111.00

Type:

Permanent

Employer:

Public Health Wales

[Apply now on NHS Jobs for Managing Director, NHS Wales Performance & Improvement job \(opens in a new window\)](#) ^[21]

- **Head of Patient Safety & Risk Management**

Coventry, CV2 2DX

Salary:

£55690.00 to £62682.00

Type:

Permanent

Employer:

University Hospitals Coventry and Warwickshire NHS Trust

[Apply now on NHS Jobs for Head of Patient Safety & Risk Management job \(opens in a new window\)](#) ^[22]

- **High Risk Foot Clinical lead**

Oldham, OL1 1NL

Salary:

£55690.00 to £62682.00

Type:

Secondment

Employer:

Northern Care Alliance NHS Foundation Trust

[Apply now on NHS Jobs for High Risk Foot Clinical lead job \(opens in a new window\)](#) ^[23]

- **Quality & Patient Experience Manager**

Newcastle, NE15 8NY

Salary:

£55690.00 to £62682.00

Type:

Permanent

Employer:

North East Ambulance Service NHS Foundation Trust

[Apply now on NHS Jobs for Quality & Patient Experience Manager job \(opens in a new window\)](#) ^[24]

- **Blood Transfusion Quality Manager**

Cardiff, CF14 4XW

Salary:

£48527.00 to £55532.00

Type:

Permanent

Employer:

Cardiff and Vale University Health Board

[Apply now on NHS Jobs for Blood Transfusion Quality Manager job \(opens in a new window\)](#) ^[25]

- **Pan Path Quality Manager (INTERNAL)**

Hereford, HR1 2ER

Salary:

£55690.00 to £62682.00

Type:

Permanent

Employer:

Wye Valley NHS Trust

[Apply now on NHS Jobs for Pan Path Quality Manager \(INTERNAL\) job \(opens in a new window\)](#) ^[26]

- **Quality and Information Systems Manager**

London, SE13 6LH

Salary:

£37338.00 to £44962.00

Type:

Permanent

Employer:

Lewisham and Greenwich NHS Trust

[Apply now on NHS Jobs for Quality and Information Systems Manager job \(opens in a new window\)](#) ^[27]

- **Neonatal Clinical Governance and Risk Lead Nurse**

Cardiff, CF14 4XW

Salary:

£56514.00 to £63623.00

Type:

Permanent

Employer:

Cardiff and Vale University Health Board

[Apply now on NHS Jobs for Neonatal Clinical Governance and Risk Lead Nurse job \(opens in a new window\)](#) ^[28]

- **Pathology Quality Manager/Training Co-ordinator**

Chester, CH2 1UL

Salary:

£55690.00 to £62682.00

Type:

Permanent

Employer:

Countess of Chester Hospital NHS Foundation Trust

[Apply now on NHS Jobs for Pathology Quality Manager/Training Co-ordinator job \(opens in a new window\)](#) ^[29]

- **Clinical Pathway and Quality Lead**

Nottingham, NG1 5DU

Salary:

£55690.00 to £62682.00

Type:

Permanent

Employer:

Nottingham University Hospitals NHS Trusts

[Apply now on NHS Jobs for Clinical Pathway and Quality Lead job \(opens in a new window\)](#) ^[30]

- **Assistant Quality Manager - Advanced Therapies Medicinal Products**

London, SE1 9RT

Salary:

£56276.00 to £63176.00

Type:

Fixed-Term

Employer:

Guy's and St Thomas' NHS Foundation Trust

[Apply now on NHS Jobs for Assistant Quality Manager - Advanced Therapies Medicinal Products job \(opens in a new window\)](#) ^[31]

- **Cancer Performance MDT Coordinator**

London, N18 1QX

Salary:

£32199.00 to £34876.00

Type:

Secondment

Employer:

Royal Free London NHS Foundation Trust

[Apply now on NHS Jobs for Cancer Performance MDT Coordinator job \(opens in a new window\)](#) ^[32]

- **Risk & Compliance Officer (XN05)**

Leeds, LS9 7TF

Salary:

£31049.00 to £37796.00

Type:

Permanent

Employer:

Leeds Teaching Hospitals

[Apply now on NHS Jobs for Risk & Compliance Officer \(XN05\) job \(opens in a new window\)](#) ^[33]

- **Radiopharmacy Head of Quality/Quality Controller**

Cambridge, CB2 0QQ

Salary:

Negotiable

Type:

Permanent

Employer:

Cambridge University Hospital NHS Foundation Trust

[Apply now on NHS Jobs for Radiopharmacy Head of Quality/Quality Controller job \(opens in a new window\)](#) ^[34]

- **Sr Community Grants Support & Performance Officer**

Barnsley, S75 3FG

Manchester, M13 9LL

Bristol, BS34 7QH

Liverpool, L24 8RB

Newcastle, NE2 4NQ

Birmingham, B15 2SG

Colindale, NW9 5BG

Tooting, SW17 0RB

Southampton, SO16 5AF

Salary:

£31049.00 to £37796.00

Type:

Permanent

Employer:

NHS Blood and Transplant

[Apply now on NHS Jobs for Sr Community Grants Support & Performance Officer job \(opens in a new window\)](#) ^[35]

- **Lead Performance & Business Analyst: Learning Academy**

London, WC1N 3JH

Salary:

£54320.00 to £60981.00

Type:

Fixed-Term

Employer:

Great Ormond Street Hospital for Children NHS Foundation Trust

[Apply now on NHS Jobs for Lead Performance & Business Analyst: Learning Academy job \(opens in a new window\)](#) ^[36]

- **Duty Risk and Mental Health Practitioner**

Remote with occasional travel, EC4Y 8EN

Salary:

£37338.00 to £44962.00

Type:

Permanent

Employer:

Vita Health Group

[Apply now on NHS Jobs for Duty Risk and Mental Health Practitioner job \(opens in a new window\)](#) ^[37]

- **Maternity Divisional Governance and Risk Midwife**

Liverpool, L8 7SS

Salary:

£47810.00 to £54710.00

Type:

Permanent

Employer:

Liverpool Women's NHS Foundation Trust

[Apply now on NHS Jobs for Maternity Divisional Governance and Risk Midwife job \(opens in a new window\)](#) ^[38]

- **Fraud Risk and Business Support Officer**

London, E144PU

Salary:

£27275.00 to £36176.00

Type:

Permanent

Employer:

UK Health Security Agency

[Apply now on NHS Jobs for Fraud Risk and Business Support Officer job \(opens in a new window\)](#) ^[39]

- **Quality Improvement Lead**

Remote, SE1 8UL

Salary:

Negotiable

Type:

Permanent

Employer:

Active Care Group

[Apply now on NHS Jobs for Quality Improvement Lead job \(opens in a new window\)](#) ^[40]

- **Quality Governance Administrator**

Luton, LU4 0DZ

Salary:

£24973.00 to £26598.00

Type:

Fixed-Term

Employer:

Bedfordshire Hospitals NHS Foundation Trust

[Apply now on NHS Jobs for Quality Governance Administrator job \(opens in a new window\)](#) ^[41]

- **Head of Safeguarding Children/Child at Risk**

To be confirmed, LL13 7TD

Salary:

£78120.00 to £90013.00

Type:

Permanent

Employer:

Betsi Cadwaladr University Health Board

[Apply now on NHS Jobs for Head of Safeguarding Children/Child at Risk job \(opens in a new window\)](#) ^[42]

- **Highly Specialised Podiatrist MSK/High Risk Foot**

Derby, DE238AL

Salary:

£47810.00 to £54710.00

Type:

Permanent

Employer:

Derbyshire Community Health Services NHSFT

[Apply now on NHS Jobs for Highly Specialised Podiatrist MSK/High Risk Foot job \(opens in a new window\)](#) ^[43]

- **Band 6 Contracts and Performance Lead - Beversbrook, Calne**

Calne, SN11 9PR

Salary:

£38682.00 to £46580.00

Type:

Permanent

Employer:

Avon & Wiltshire Mental Health Partnership NHS Trust

[Apply now on NHS Jobs for Band 6 Contracts and Performance Lead - Beversbrook, Calne job \(opens in a new window\)](#) ^[44]

- **Clinical Nurse Manager**

Coventry, CV2 2DX

Salary:

£55690.00 to £62682.00

Type:

Permanent

Employer:

University Hospitals Coventry and Warwickshire NHS Trust

[Apply now on NHS Jobs for Clinical Nurse Manager job \(opens in a new window\)](#) ^[45]

- **Clinical Team Manager**

Bolton, BL4 0JR

Salary:

£47810.00 to £54710.00

Type:

Permanent

Employer:

Greater Manchester Mental Health NHSFT

[Apply now on NHS Jobs for Clinical Team Manager job \(opens in a new window\)](#) ^[46]

- **Clinical Team Manager**

Torquay, TQ2 7BA

Salary:

£47810.00 to £54710.00

Type:

Secondment

Employer:

Torbay and South Devon NHS Foundation Trust

[Apply now on NHS Jobs for Clinical Team Manager job \(opens in a new window\)](#)

[47]

- **Clinical Night Manager**

Liverpool, L8 5XW

Salary:

£21.89

Type:

Permanent

Employer:

HC-One

[Apply now on NHS Jobs for Clinical Night Manager job \(opens in a new window\)](#)

[48]

- **Clinical Nurse Manager**

Grimsby, DN37 0AA

Salary:

£47150.00

Type:

Permanent

Employer:

Elysium Healthcare

[Apply now on NHS Jobs for Clinical Nurse Manager job \(opens in a new window\)](#)

[49]

- **Clinical Unit Manager**

Darlington, DL3 6AH

Salary:

£20.89 to £21.89

Type:

Permanent

Employer:

HC-One

[Apply now on NHS Jobs for Clinical Unit Manager job \(opens in a new window\)](#) [50]

- **Clinical Site Manager**

Harrogate, HG2 7SX

Salary:

£55690.00 to £62682.00

Type:

Fixed-Term

Employer:

Harrogate and District NHS Foundation Trust

[Apply now on NHS Jobs for Clinical Site Manager job \(opens in a new window\)](#) ^[51]

- **Clinical Services Manager**

London, SE1 7NJ

Salary:

£72921.00 to £83362.00

Type:

Secondment

Employer:

Guy's and St Thomas' NHS Foundation Trust

[Apply now on NHS Jobs for Clinical Services Manager job \(opens in a new window\)](#) ^[52]

- **Deputy Clinic Manager**

Lytham St Annes, FY8 1PB

Salary:

£42596.00 to £43668.00

Type:

Permanent

Employer:

Diaverum

[Apply now on NHS Jobs for Deputy Clinic Manager job \(opens in a new window\)](#) ^[53]

- **General Manager - Clinical**

Corby, NN17 1AD

Salary:

£65000.00

Type:

Permanent

Employer:

Avery Healthcare Group Ltd.

[Apply now on NHS Jobs for General Manager - Clinical job \(opens in a new window\)](#) ^[54]

- **Deputy Clinic Manager**

Eastbourne, BN26 6JF

Salary:

£43431.00 to £44524.00

Type:

Permanent

Employer:

Diaverum

[Apply now on NHS Jobs for Deputy Clinic Manager job \(opens in a new window\)](#)

[55]

- **Clinical Service Manager**

Portsmouth, PO3 6AD

Salary:

Negotiable

Type:

Permanent

Employer:

Steeper Group

[Apply now on NHS Jobs for Clinical Service Manager job \(opens in a new window\)](#)

[56]

- **Clinical Deputy Manager**

Kidderminster, DY10 3DJ

Salary:

£52700.00

Type:

Permanent

Employer:

Aria Care

[Apply now on NHS Jobs for Clinical Deputy Manager job \(opens in a new window\)](#)

[57]

- **Clinical Nurse Manager**

Coventry, CV2 2DX

Salary:

£55690.00 to £62682.00

Type:

Permanent

Employer:

University Hospitals Coventry and Warwickshire NHS Trust

[Apply now on NHS Jobs for Clinical Nurse Manager job \(opens in a new window\)](#)

[58]

- **Clinical Team Manager**

Leeds, LS12 3QE

Salary:

£47810.00 to £54710.00

Type:

Permanent

Employer:

Leeds and York Partnership NHS Foundation Trust

[Apply now on NHS Jobs for Clinical Team Manager job \(opens in a new window\)](#)

[59]

- **Clinical Night Manager**

Darlington, DL3 6AH

Salary:

£20.89 to £21.89

Type:

Permanent

Employer:

HC-One

[Apply now on NHS Jobs for Clinical Night Manager job \(opens in a new window\)](#)

[60]

- **UTC Clinical Manager**

Portsmouth, PO3 6DW

Salary:

Negotiable

Type:

Permanent

Employer:

Practice Plus Group

[Apply now on NHS Jobs for UTC Clinical Manager job \(opens in a new window\)](#) [61]

- **Administration Support for Head of Catering, Contracts and Performance**

Middlesbrough, TS5 4EE

Salary:

£24937.00 to £26598.00

Type:

Permanent

Employer:

Tees Esk and Wear Valleys NHS Foundation Trust

[Apply now on NHS Jobs for Administration Support for Head of Catering, Contracts and Performance job \(opens in a new window\)](#) ^[62]

- **Risk and Independence Specialist Advisor and Reviewing Practitioner**

Morpeth, NE61 2EF

Salary:

£48710.00 to £52805.00

Type:

Fixed-Term

Employer:

Northumberland County Council

[Apply now on NHS Jobs for Risk and Independence Specialist Advisor and Reviewing Practitioner job \(opens in a new window\)](#) ^[63]

- **Executive Director of Quality**

Bolton, BL1 5DD

Salary:

Negotiable

Type:

Permanent

Employer:

North West Ambulance Service NHS Trust

[Apply now on NHS Jobs for Executive Director of Quality job \(opens in a new window\)](#) ^[64]

- **Quality Improvement & Compliance Lead**

London, W10 4RE

Salary:

£40000.00 to £55000.00

Type:

Permanent

Employer:

Brompton Medical Centre Partnership

[Apply now on NHS Jobs for Quality Improvement & Compliance Lead job \(opens in a new window\)](#) ^[65]

- **EPA Network Quality Lead**

Norwich, NR4 7UY

Salary:

£29970.00 to £36483.00

Type:

Permanent

Employer:

Norfolk and Norwich University Hospital

Apply now on NHS Jobs for EPA Network Quality Lead job (opens in a new window) ^[66]

- **Quality Project Specialist (QPS)**

Barnsley, S75 3FG

Liverpool, L24 8RB

Bristol, BS34 7QH

Birmingham, B15 2SG

London, SW17 0RB

London, NW9 5BG

Barnsley, S75 3FG

Manchester, M13 9LL

Salary:

£55690.00 to £62682.00

Type:

Permanent

Employer:

NHS Blood and Transplant

Apply now on NHS Jobs for Quality Project Specialist (QPS) job (opens in a new window) ^[67]

- **Further information**

For further information about a career in performance and quality management, please contact

- Association of Litigation and Risk Managers ^[68]
- The Institute of Healthcare Management ^[69]

Other roles that may interest you

- Strategic management ^[70]
- Knowledge and library services ^[71]
- Experienced paramedic ^[72]
- Emergency care assistant ^[73]

Links

[1] https://www.healthcareers.nhs.uk/glossary#Clinical_commissioning_group [2]
https://www.healthcareers.nhs.uk/glossary#Quality_assurance [3]
<https://www.healthcareers.nhs.uk/explore-roles/general-management/performance-and-quality-management/entry-requirements-skills-and> [4] <https://www.healthcareers.nhs.uk/explore-roles/general-management/performance-and-quality-management/training-and-development> [5]
<https://www.healthcareers.nhs.uk/about/careers-nhs/nhs-pay-and-benefits/agenda-change-pay-rates> [6]
<https://www.healthcareers.nhs.uk/glossary#AfC> [7] <http://www.jobs.nhs.uk> [8]
<https://beta.jobs.nhs.uk/candidate/jobadvert/A5256-25-0006> [9]
<https://beta.jobs.nhs.uk/candidate/jobadvert/C9196-25-1375> [10]
<https://beta.jobs.nhs.uk/candidate/jobadvert/E0151-25-0018> [11]
<https://beta.jobs.nhs.uk/candidate/jobadvert/C9196-25-1376> [12]
<https://beta.jobs.nhs.uk/candidate/jobadvert/E0135-25-0092> [13]
<https://beta.jobs.nhs.uk/candidate/jobadvert/C9166-25-0390> [14]
<https://beta.jobs.nhs.uk/candidate/jobadvert/C9326-25-0440> [15]
<https://beta.jobs.nhs.uk/candidate/jobadvert/C9164-25-1497> [16]
<https://beta.jobs.nhs.uk/candidate/jobadvert/L0121-25-1228> [17]
<https://beta.jobs.nhs.uk/candidate/jobadvert/C9321-25-0969> [18]
<https://beta.jobs.nhs.uk/candidate/jobadvert/C9321-25-1020> [19]
<https://beta.jobs.nhs.uk/candidate/jobadvert/C9290-25-0966> [20]
<https://beta.jobs.nhs.uk/candidate/jobadvert/B0276-25-0008> [21]
<https://beta.jobs.nhs.uk/candidate/jobadvert/C9028-25-0238> [22]
<https://beta.jobs.nhs.uk/candidate/jobadvert/C9218-25-0795> [23]
<https://beta.jobs.nhs.uk/candidate/jobadvert/C9236-25-1342> [24]
<https://beta.jobs.nhs.uk/candidate/jobadvert/C9340-QPEM-07-25> [25]
<https://beta.jobs.nhs.uk/candidate/jobadvert/H9001-25-0663> [26]
<https://beta.jobs.nhs.uk/candidate/jobadvert/C9229-25-0518> [27]
<https://beta.jobs.nhs.uk/candidate/jobadvert/C9197-25-0676> [28]
<https://beta.jobs.nhs.uk/candidate/jobadvert/H9001-25-0640> [29]
<https://beta.jobs.nhs.uk/candidate/jobadvert/C9210-25-0367> [30]
<https://beta.jobs.nhs.uk/candidate/jobadvert/C9164-25-1474> [31]
<https://beta.jobs.nhs.uk/candidate/jobadvert/C9196-25-1350> [32]
<https://beta.jobs.nhs.uk/candidate/jobadvert/C9391-25-1501> [33]
<https://beta.jobs.nhs.uk/candidate/jobadvert/C9298-EST-346> [34]
<https://beta.jobs.nhs.uk/candidate/jobadvert/C9180-25-0474> [35]
<https://beta.jobs.nhs.uk/candidate/jobadvert/M0048-25-0456> [36]
<https://beta.jobs.nhs.uk/candidate/jobadvert/C9271-25-0482> [37]
<https://beta.jobs.nhs.uk/candidate/jobadvert/U0009-25-0090> [38]
<https://beta.jobs.nhs.uk/candidate/jobadvert/C9159-25-0150> [39]
<https://beta.jobs.nhs.uk/candidate/jobadvert/K9919-25-0284> [40]
<https://beta.jobs.nhs.uk/candidate/jobadvert/L0042-25-0257> [41]
<https://beta.jobs.nhs.uk/candidate/jobadvert/C9418-25-0959> [42]
<https://beta.jobs.nhs.uk/candidate/jobadvert/H9050-25-2287> [43]
<https://beta.jobs.nhs.uk/candidate/jobadvert/C9842-25-0295> [44]
<https://beta.jobs.nhs.uk/candidate/jobadvert/C9342-25-0714> [45]
<https://beta.jobs.nhs.uk/candidate/jobadvert/C9218-25-0812> [46]
<https://beta.jobs.nhs.uk/candidate/jobadvert/C9437-25-0631> [47]
<https://beta.jobs.nhs.uk/candidate/jobadvert/C9388-25-0960> [48]
<https://beta.jobs.nhs.uk/candidate/jobadvert/L0087-25-0599> [49]
<https://beta.jobs.nhs.uk/candidate/jobadvert/E0132-25-1329> [50]
<https://beta.jobs.nhs.uk/candidate/jobadvert/L0087-25-0603> [51]
<https://beta.jobs.nhs.uk/candidate/jobadvert/C9421-25-0548> [52]
<https://beta.jobs.nhs.uk/candidate/jobadvert/C9196-25-1416> [53]
<https://beta.jobs.nhs.uk/candidate/jobadvert/E0141-25-0086> [54]
<https://beta.jobs.nhs.uk/candidate/jobadvert/L0034-25-2702> [55]

<https://beta.jobs.nhs.uk/candidate/jobadvert/E0141-25-0116> [56]
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