



Working at the Nursing and Midwifery Council means being part of a team that impacts lives and shapes futures.

Our colleagues are dedicated to upholding nursing and midwifery standards, influencing the future of our professions and ensuring public safety. We make a difference every day.

By joining the NMC, you'll be a part of a high-profile organisation whose purpose is to protect patients and the public. Our vision is safe, effective and kind practice that improves everyone's health and wellbeing.

As the independent regulator of more than 808,000 nursing and midwifery professionals, we have an important role to play in making this a reality.

Just as important as what we do is how we do it, as demonstrated in our values. Fairness is at the heart of our role as a trusted regulator and employer. We're kind, acting in a way that values people; and we're collaborative - we're at our best when we work well with others. Finally, we're ambitious to do our best for the professionals on our register, the public we serve, and each other.

Equality, diversity and inclusion are at our core. We value the diversity of the register we maintain, the public we serve and the colleagues we work with. We're creating an environment where everyone feels respected and supported and their contributions are valued.

We're looking for passionate individuals to join us. If you're ready to make a difference, apply today.

5 Ws

- **Who** – Individuals seeking fulfilling roles in the health and social care or regulatory sector. They will ideally be people who want to make a difference, align with values, and see the importance of our vision and purpose to protect the public through our core roles.
- **What** – We want prospective applicants to feel informed and motivated about who we are and what we do, particularly in terms of our FtP work. Our messaging and outputs should persuade job seekers to apply for one or more of our vacancies.
- **When** – We want people to apply at their earliest convenience, there is a continual need to fill these vacancies.
- **Where** – We will aim to better use our existing channels in the aim of increasing the reach of our recruitment efforts. We are also sponsoring a job fair in February 2024 which will give us the opportunity to meet potential applicants face-to-face.
- **Why** – We want to promote ourselves as an employer to assist recruitment efforts to fill hard to fill roles. This aligns to the corporate priority to reduce the ftp caseload, and the wider ftp improvement programme.

How

- Engagement – Using channels such as the careers portal, LinkedIn, the Job fair.
- Messaging – Tells the story of who we are and why people should apply. It will highlight the essence of the roles available (where possible), our values, development opportunities and the impact of our work. The messaging will resonate with the target audience, appealing to those with a desire to make a difference with their work.
- Marketing collateral – pictures, blog posts about our values, careers stories, colleague profiles, who we are video.
- Inclusive application process – Inclusive and accessible. It will encourage diverse applicants to apply. Job descriptions and supporting materials will be clear and the portal should be easy to navigate.
- Onboarding – An onboarding portal will help to keep successful candidates engaged and informed about the NMC whilst waiting for their start date. This should include resources that will help them adapt to the NMC vision, purpose and culture and responsibility of their directorate.