

# YOU CAN MAKE **GLASGOW!**



”

“There’s so many opportunities within Glasgow, there’s lots of different ways to become involved in health and social care”

Kirsty



”

“If you’re caring and compassionate and you feel you’ve got more to give, I think you should definitely look to work in the HSCP”

Neil



”

“You can never take away the impact that you have on someone else. It’s the people who make a difference in Glasgow, from being anywhere else”

Ranga



## YOU CAN MAKE GLASGOW!

Officially named the **'World's Friendliest City'**, a warm welcome in Glasgow is always guaranteed. Glasgow is Scotland's biggest city and cultural powerhouse with many opportunities for all to flourish.

Glasgow offers a blend of internationally acclaimed museums and galleries, stunning architecture, spacious parks, fantastic shopping and a diverse array of restaurants and bars.

Glasgow boasts excellent transport links, affordable housing and living options and varied surrounding areas with something to suit all lifestyles and budgets.

Glasgow is ranked by the Mercer Cost of Living Survey as one of Europe's most

cost-effective cities and the first in the UK to be included in the Global Destination Sustainability Index. It's also been named as best UK city for millennials to live and work.

In the UK, Glasgow has the largest academic community outside London, with world leading research in life sciences, engineering, science and technology. The city has three world leading universities.

Glasgow is also home to the largest medical physics research division in the world, Europe's largest hospital (the Queen Elizabeth University Hospital) and the Beatson West of Scotland Cancer Centre (BWoSCC), the UK's most advanced NHS cancer centre.



## WORKING IN GLASGOW

Owing to its position as the largest city in Scotland, and its wealth of highly skilled workers, Glasgow has been declared an economic powerhouse. Glasgow is actively attracting an eclectic mix of business, productivity and innovation, building towards being one of the most diverse and forward-thinking cities in Europe. Some of Glasgow's more globally competitive sectors include Digital Technology, Low Carbon, Health and Life Science and Creative Industries and the city is at the forefront of healthcare and innovation across the UK and Europe.

The city's workforce combines the strong Scottish work ethic with the friendliness of its residents. This had made it an attractive location and some of the biggest companies in Scotland have a base in Glasgow.

The Glasgow City Region is the powerhouse of the Scottish economy. As Scotland's largest – and only – metropolitan region it generated £42.9 billion GVA in 2018.

Source: [www.investglasgow.com/about-us/economy/](http://www.investglasgow.com/about-us/economy/)

Glasgow contributes approximately £20.74 billion GVA to the Scottish economy annually. 19,000 companies make their home in Glasgow, generating an annual turnover of £38 billion. Out of 20 major cities across the UK, Glasgow offers young professionals the highest level of disposable income. (CV Library 2018).

## LIVING IN GLASGOW



Source: <https://www.glasgow.gov.uk/CHttpHandler.ashx?id=36137&p=0>

<http://investglasgow.com/about-us/living-in-glasgow/>

<https://www.mercer.com/newsroom/2019-quality-of-living-survey.html>

# YOU CAN MAKE GLASGOW!

Glasgow has  
**more green  
space per mile  
than any other  
city in the UK**



Glasgow is  
**home to two  
of Europe's  
finest civic art  
collections**



Glasgow is an  
**UNESCO  
City of Music  
with 130 music,  
events a WEEK!**



Glasgow is  
**ranked No.3 UK  
City for quality  
of life**



Glasgow is  
**the 5th best  
sporting city in  
the world**



Glasgow is  
**ranked No.1 UK  
City for work life  
balance**



## TRANSPORT

Glasgow has excellent transport links making commuting to work easy.

The city is compact with the centre built on a grid system making it easy to navigate on foot, by bike and by public transport.

Glasgow is well served by a variety of public transport options:

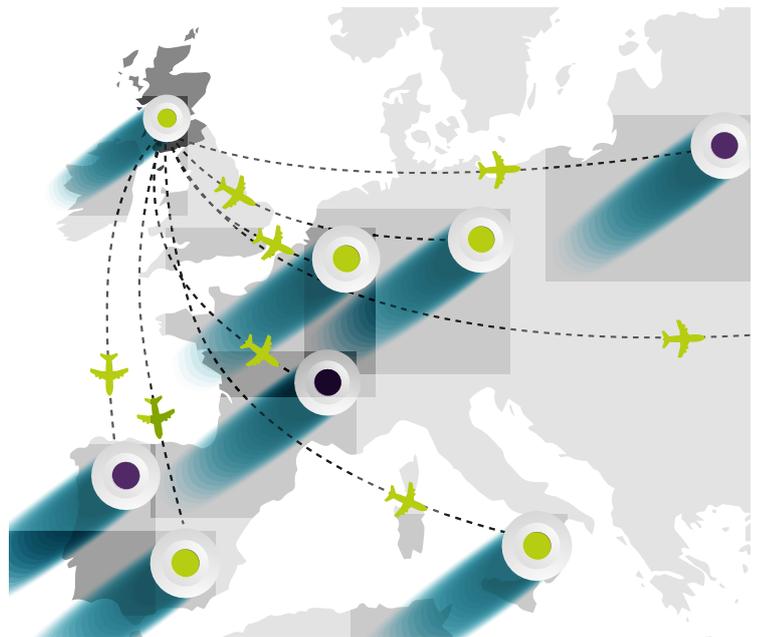
- **Train** – the city has two main railway stations. Glasgow Central Station links Glasgow by rail to the south, and Glasgow Queen Street Station operates routes mainly to Edinburgh and the north. Check out the ScotRail website for information on all routes and timetables.
- **Bus** – A number of bus operators serve Glasgow and the surrounding areas. Visit the Traveline Scotland website for further details.
- **Buchanan Bus Station** in the city centre links services across Scotland and the UK.
- **Subway** – Glasgow's Subway offers a quick and easy way to travel around the city centre and West End. The Subway runs every four minutes at peak times and it takes just 24 minutes to complete a circuit of the fifteen stations. Further information including ticket prices can be found on the SPT website. Glasgow's Subway is the third oldest underground system in the world and the only one in Scotland.

## LINKS TO UK CITIES AND BEYOND

### Air

Glasgow Airport is Scotland's principal long-haul airport. Located approximately 9 miles west of the city centre, substantial recent investment has added new routes and improved facilities.

- 100+ destinations worldwide
- Direct flights to North America, Europe, Asia and the Middle East
- 200+ flights daily
- One hour flying time and 324+ weekly flights to/from London
- Most European destinations are within a 2 hour flight
- Glasgow Prestwick Airport and Edinburgh International Airport are both within 1 hour from Glasgow city centre



### Rail

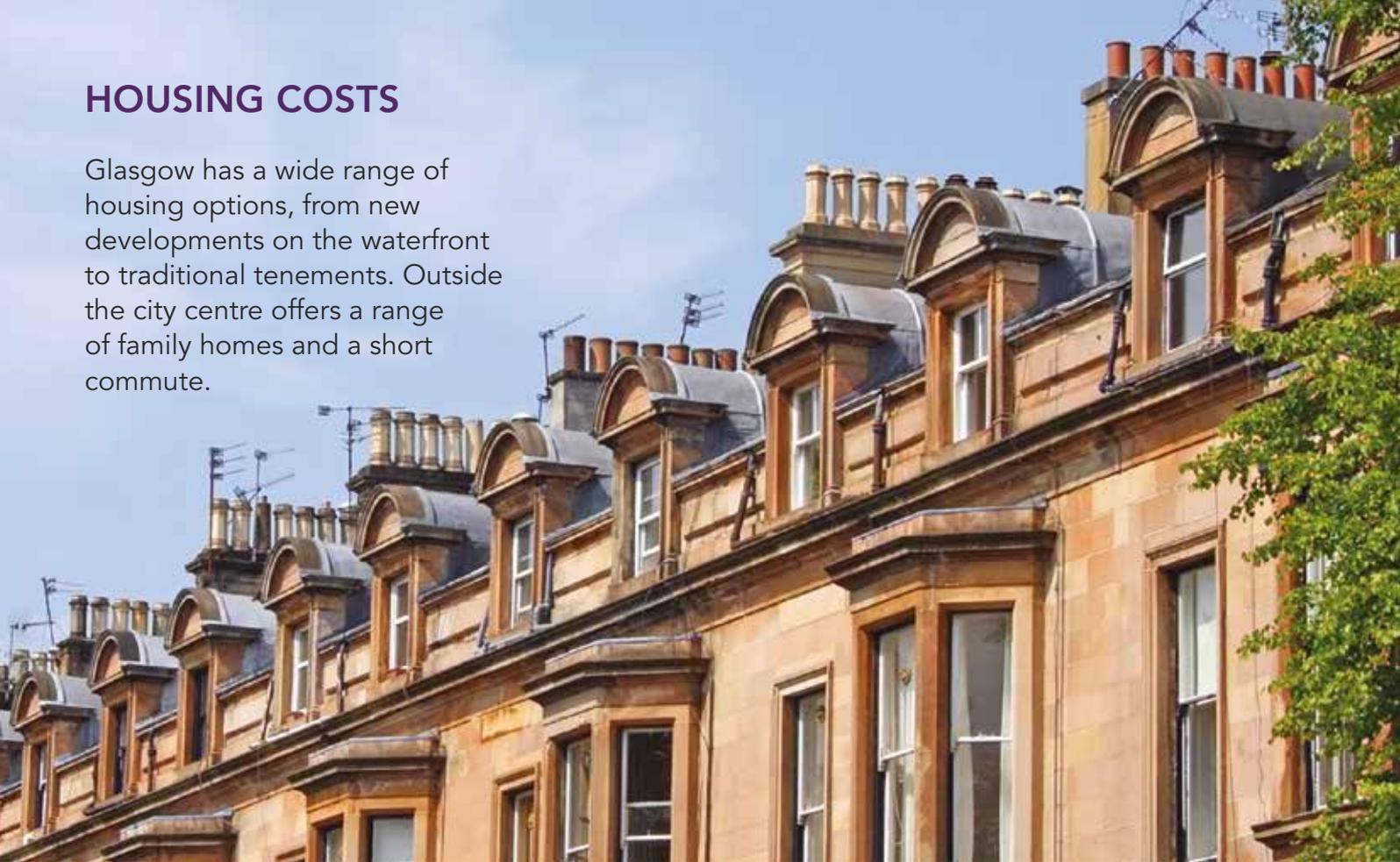
Central Station and Queen Street Station are the largest suburban rail networks outside of London. Regular connections to London and major English and Scottish cities makes travel throughout the UK simple.

### Road

Glasgow is served by four motorway systems which efficiently link the Glasgow city region and beyond.

## HOUSING COSTS

Glasgow has a wide range of housing options, from new developments on the waterfront to traditional tenements. Outside the city centre offers a range of family homes and a short commute.



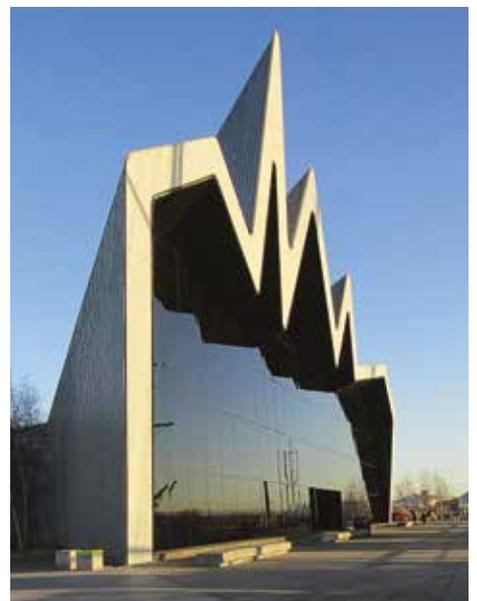
## CULTURE IN GLASGOW

Glasgow is Scotland's only UNESCO City of Music as well as home to the Royal Scottish National Opera, the National Theatre of Scotland, the BBC Scottish Symphony Orchestra, Scottish Opera and Scottish Ballet. There are also 20 museums and galleries throughout Glasgow, most with free entry.

Throughout the year, Glasgow hosts a number of festivals and special events,

including Celtic Connections, The Glasgow Film Festival, Glasgow International Comedy Festival and Glasgow Mela. It's no surprise that Glasgow was found to be the **UK's top cultural and creative city**.

The city centre's Style Mile is a hotspot for shopping lovers and Glasgow is regularly named the best shopping in the UK outside of London.



## SPORTS AND EVENTS

Glasgow is famous for its sports events and for being home to local, national and international sports teams across a vast number of sports.

The city hosted the 2014 Commonwealth Games to a resounding success and in 2018 Glasgow co-hosted the first edition of the European Championships.

In November 2021 Glasgow will host the 26th UN Climate Change Conference of the Parties (COP26). The COP26 summit will bring parties together to accelerate action towards the goals of the Paris Agreement and the UN Framework Convention on Climate Change. The UK is committed to working with all countries and joining forces with civil society, companies and people on the frontline of climate change to inspire climate action ahead of COP26.



## THRIVING LIFE SCIENCES SECTOR

Scotland is home to the second largest life sciences cluster in the UK.

The £1bn Queen Elizabeth University Hospital (QEUH) campus, developed in partnership between NHS Greater Glasgow and Clyde and University of Glasgow, is the largest critical care complex in Western Europe, putting Glasgow at the forefront of healthcare innovation across the UK and Europe.

Co-located on the QEUH campus, the Queen Elizabeth Teaching and Learning Centre, a £30m purpose-built facility was developed and is managed in partnership between University of Glasgow and NHS Greater Glasgow and Clyde.

A £5m state-of-the-art Glasgow Clinical Research Facility (CRF) is led by University of Glasgow and NHS Greater Glasgow and Clyde for trials in adults and children.

Employing over 60 staff, the CRF works closely with NHS researchers, academic partners, contract research organisations, pharmaceutical and medical device companies.

Glasgow is home to international leaders in precision medicine, medical technology, clinical and translational medicine and pharmaceutical services.



## OUTSIDE GLASGOW



While there is plenty to do in the city, Glasgow provides an excellent base to explore the rest of Scotland too. Some of the world's most beautiful scenery, like Loch Lomond and the Trossachs, can be reached in as little as an hour.

Scotland's other cities, such as Edinburgh, Dundee and Stirling can be easily reached by train, bus or car and each offer a range of things to do and see, including the newly opened V&A museum in Dundee.

Glasgow has something for all tastes and lifestyles with a thriving cultural scene and many desirable places to live.

But one of Glasgow's biggest attributes is its residents, who are some of the friendliest in the whole of the UK. The pride Glaswegians have for their city is infectious. Anyone moving there will soon be sharing this same passion for life in Glasgow.

The city's slogan '**People Make Glasgow**' emphasises what Glasgow is all about – its people. Voted one of the top 10 best cities in the world (TimeOut 'The 48 Best Cities in the World' 2019).

The diversity of the city, from its cultural life and its proximity to nature and green spaces and parks to its historical aspects means Glasgow has something to offer everyone.

For more information about what's on in Glasgow, please visit [www.peoplemakeglasgow.com](http://www.peoplemakeglasgow.com)

For more tourist information about Glasgow and surrounding areas, please visit [www.visitscotland.com/destinations-maps/glasgow/](http://www.visitscotland.com/destinations-maps/glasgow/)



”

“Glasgow just opened its arms, welcomed me in and I jumped at the opportunity and it’s been the best thing I’ve done”

Steph



”

“The most rewarding part, having worked with children and young people, is seeing them improve in their daily life”

Stephanie



## ABOUT GLASGOW CITY HSCP



The way in which health and social care services are planned and delivered across Scotland has changed – and is referred to as ‘Health and Social Care Integration.’ Health and Social Care Integration is when Local Authorities (Councils) and Health Boards work together to jointly plan and deliver health and social care services. Integration is about ensuring that those who use health and social care services get the right care and support whatever their needs, at the right time and in the most appropriate place.

**Glasgow City Council** and **NHS Greater Glasgow and Clyde** (the Parent Organisations) work together to jointly deliver community health and social care services in Glasgow City. The Council and Health Board working together in this way is known as the Glasgow City Health and Social Care Partnership, sometimes shortened simply to ‘the Partnership’.

Social work staff and relevant NHS staff are employed by their Parent Organisation but work together to deliver integrated care to support the vision of the Partnership.

Within Glasgow City, our vision for community health and social care services is to support people to flourish, work in partnership with people and organisations to transform our services for the better and engage with communities to improve health and wellbeing:

**“Our medium- to long-term vision is that:**

**The City’s people can flourish, with access to health and social care support when they need it. This will be done by transforming health and social care services for better lives. We believe that stronger communities make healthier lives.”**

This work is directed by the **Glasgow City Integration Joint Board**, with the Council and Health Board delivering services under the banner of the ‘Glasgow City Health and Social Care Partnership’.

Our vision and priorities are led by our **Strategic Plan 2019-2022**. The Strategic Plan overlooks everything we do as a Partnership so it reflects the views and priorities of people living and working in the City.

The Partnership comprises of around 12,000 Social Work (Glasgow City Council) and Health (NHS Greater Glasgow and Clyde) staff. It is led by an integrated Executive Leadership and Senior Management Team and it provides services through the three localities of North East, North West and South and directly provides day, home and residential care.

Find out more about the Glasgow City Health and Social Care Partnership at [www.glasgowcity.hscp.scot/](http://www.glasgowcity.hscp.scot/)



# WORKING FOR GLASGOW CITY COUNCIL

As one of Scotland's largest employers, we offer a wide range of rewarding and challenging jobs and careers across a diverse range of public services such as:

- Education and Social Care
- Culture and Sporting Services
- Community Safety
- Roads Maintenance and Street Lighting
- Parks and Open Spaces
- Cleaning and Refuse Collection
- Construction and Maintenance

We are an equal opportunities employer and want our workforce to reflect the diversity of the local community we serve. We particularly encourage applications from black and minority ethnic (BME) candidates who we would like to see better represented in our workforce. For more information read our [Equality & Diversity](#) page.

## Applying to Work With Us

We are committed to ensuring that all applicants are treated fairly and are assessed purely on their ability to successfully perform the job. We aim to select the most suitable person for each post on the basis of their relevant skills, knowledge, qualifications and competence.

To do this we use a competency-based approach to recruitment. Using role profiles, person specifications and competency based interviews.

### Role Profile:

Gives a general overview of the post along with the skills, knowledge, qualifications and competency requirements.

### Person Specification:

- Gives the specific requirements of the post.
- Shows what applicants need to have (the essential criteria) and what would be good to have (the desirable criteria) in line with the competency requirements of the post.
- The selection panel will use it to short-list and show where they get evidence of the applicant's competence.



## Competency Based Interview:

Applicants will be asked questions to give evidence of their competence for each competency. e.g. "Tell me about a time where you handled a difficult customer, what happened and what was the outcome"

Our **Guide to Applying for a Job** [391kb] explains the full recruitment and selection process and gives useful hints and tips to help you with your application.

We also have the following guides which provide an overview of our competency framework:

- **Grades 1 - 8 Competencies** [138kb]
- **Grades 9 - 14 - Leadership Competencies** [669kb]

Find more information about working with us at [www.glasgow.gov.uk/vacancies](http://www.glasgow.gov.uk/vacancies) this will provide a snapshot on what to expect and what we expect from you, if you work for us.

## Benefits of Working with Us

Our employees have access to a wide-ranging and generous benefits package. If you're successful in your job application you'll have access to these benefits, which include:

- 25 days (175 hours) paid annual leave, rising to 28 days (196 hours) after 5 years' service
- 12.5 days (87.5 hours) paid public holidays each year
- Pension Scheme
- Life and Personal Accident Insurance
- Occupational Sickness Pay
- Staff Benefit Scheme
- Glasgow Credit Union



## WORKING FOR NHS SCOTLAND



NHS Greater Glasgow and Clyde is the largest healthcare system in the UK, employing around 39,239 staff. We serve a population of around 1.4 million (21.4% of the Scottish population). We have 35 hospitals of differing types providing a comprehensive range of Acute Hospitals, Maternity, Mental Health and Community Care facilities. If you want the chance to make a real difference to people's lives apply now and start your career with NHS Scotland.

Everyone who joins NHS Scotland is guaranteed a salary that matches their ability and responsibilities, and given every opportunity to increase it through training and development.

On top of your basic salary, you will receive at least 27 days' holiday each year, plus a range of other benefits including flexible working, occupational health, childcare support, and counselling services.

NHS Greater Glasgow and Clyde is a great organisation with a huge pool of terrific talent. We are an equal opportunities employer and we are committed to equality and diversity – to a zero tolerance toward racism, sexism and homophobia.

NHS Greater Glasgow and Clyde follows fair and consistent recruitment and selection processes to ensure recruitment decisions are based on candidate's skills, knowledge, experience and qualifications. To ensure fairness to all applicants, any decisions to shortlist you for interview will be based solely on the information you supply on your application form.

Find out more about working for NHS Greater Glasgow and Clyde at [www.nhsggc.org.uk](http://www.nhsggc.org.uk) The candidate pack will provide details on working for NHS Greater Glasgow and Clyde.

### Benefits of Working with Us:

- Standard working week of 37.5 hours
- Holiday entitlement of 27 days per year, plus 8 general and public holidays
- Career and salary progression
- Annual development review to support your career aspirations
- **NHS Staff Benefits**
- **NHS Pension Scheme**
- **Blue Light Card**
- **NHS Credit Union**
- Childcare Vouchers (Fideliti)
- Cycle to Work Scheme
- Public Transport - discounted tickets

Other benefits of working in the NHS include training, occupational health services, automatic membership of the NHS Pension Scheme and study leave for sponsored courses.

For more information about all the benefits and rewards of working for NHS Scotland visit [www.nhsggc.org.uk/working-with-us/the-recruitment-service/nhsggc-careers/working-in-nhsggc/benefits-and-rewards/#](http://www.nhsggc.org.uk/working-with-us/the-recruitment-service/nhsggc-careers/working-in-nhsggc/benefits-and-rewards/#)

