

MIDWIFERY CAREERS

IN WALES



In Wales,
we don't
just offer
a career,
we offer a
way of life.



Balance

Find the work-life balance you've been looking for as a midwife in Wales.

Bryony, Community Midwife

NHS Wales is committed to offering a career you can be proud of. You'll get the chance to shape your career pathway, whether that be in clinical, research, education or leadership, whilst enjoying favourable working conditions in a friendly country that truly values the contribution that you make.

Whether you're newly qualified or you've been working for years, a move to Wales can help you get more from your career and life.

Newly qualified? In Wales, you can find exciting career opportunities in all areas of practice and learn on the job, in highly supportive environments, with continuing professional development that will help you develop and meet your revalidation requirements.

Already qualified? We'll support you to gain the experience, knowledge and skills, to practise at an expert level and progress your career. You'll get the chance to shape your career, while enjoying favourable working conditions in friendly locations, in a country that truly values the contribution that you make.

Michael, Labour Ward Coordinator, MDT meeting
Swansea Bay University Health Board

When it comes to your career, finding extra fulfilment away from work can be vital in giving you the energy and motivation you need to challenge yourself and open new doors.

Blessed with a friendly sense of community, affordable housing, stunning surroundings and the potential for lots of relaxation and adventure, Wales offers you the opportunity to choose the lifestyle you want and discover an amazing work-life balance – whatever your personal responsibilities and stage of life.

By training in Wales,
you can unlock many
exciting opportunities
with support from
experienced colleagues
at every stage of
your development.

By practising in
Wales, you can take
advantage of our
excellent education
and training facilities.

Train in Wales



Opportunities



"I have found everybody is really supportive of my goals and future career aspirations - which has helped me grow my confidence in furthering my career."

**Bryony,
Community Midwife**

A lifetime of learning opportunities

NHS Wales is committed to providing you with lifelong learning opportunities. This means we'll support your continued professional development across a wide range of routes, which cover everything from workplace-based training to specialist post registration courses. Wales is a place where the learning never stops, skills and knowledge are shared openly, innovation is embraced, and your contribution is valued.

NHS Wales Bursary Scheme

In Wales, we have maintained the NHS bursary for student midwives, nurses and allied health professionals. This package of support sends a clear message about how much we value our healthcare workforce in Wales.

Higher education that ticks all the boxes

Wales offers a range of approved higher education institutions providing both pre- and post-registration midwifery training. Whether you prefer studying in a dynamic city or by the scenic coastline, training in Wales gives you access to exceptional education in inspiring locations!

We understand the value of diversity, so wherever you study, you'll discover a learning environment that's vibrant, diverse and inclusive.

Graduate training you can count on

Wales was the first UK country to educate all its midwives and nurses to graduate level. So nowhere takes your professional development as seriously as us. Our high-quality training is recognised around the world.

Whether you're just starting your midwifery journey or looking to advance your expertise, Wales provides a pathway to success and a chance to make a meaningful impact in communities both locally and globally.

Quality training across Wales

As a newly qualified midwife (NQM) in Wales, you can work across the full spectrum of birth environments: from home births and stand-alone birth centres to obstetric units and specialist fetal medicine services, giving you both community and hospital-based experience.

The Once for Wales Preceptorship Framework (OFWPF) ensures all NQMs meet consistent, high-quality standards across Wales, reducing variation in training and skill attainment. By utilising the portfolio, you'll be able to track your journey and progress to demonstrate proficiency in clinical and leadership areas.

Support when you need it

Our structured induction ensures you'll be introduced to key staff who will support your development. You'll also receive dedicated mentorship, guidance and a tailored development plan to navigate the challenges of becoming an accountable practitioner.

Help to return-to-practice

Wales supports midwives, nurses and specialist community public health nurses who would like to return to practice, with a non-means tested bursary, and access to apply for a further means tested bursary.



Le-Shae, Student Midwife

We'll support your professional development every step of the way

The All-Wales Model for Clinical Supervision ensures you'll receive ongoing support throughout your career. Meaning you will have a secure and confidential space to reflect on practice, share experiences and explore emotional responses to challenging situations. You'll also receive structured feedback to help you to continue building your confidence and competence.

The Clinical Supervisors for Midwives (CSfMs) help midwives identify individual learning needs to fulfil continuing professional development (CPD) requirements. The model provides guidance and mentorship for career transitions, such as stepping into leadership roles or returning to practice after extended leave.



Michael, Labour Ward Coordinator
facilitating a teaching session with a
Student Paramedic and Midwife

A clear route to advanced practice

Wales has a professional enhanced, advanced and consultant framework to provide you with a clear career pathway across these levels of practice, enabling you to advance your career. The framework is based around four pillars of practice: (1) clinical practice (2) education (3) leadership & management (4) research & audit.

Develop the skills to lead

We offer a range of leadership development opportunities to support professionals at every stage of their career. From bespoke leadership programmes to executive development and talent management, we provide the tools and training to help individuals grow, lead with confidence, and drive positive change through compassionate and collective leadership in health and care across Wales. Whether you're just starting your leadership journey or aiming for senior roles, we will support your growth.

Excellent education and training facilities

You'll have access to a range of excellent conference and library facilities managed by a dedicated team of experienced staff. Universities and health boards in Wales also have access to simulation training facilities that allow you to develop your skills and knowledge on real life scenarios, in a controlled environment.

Advance your career with leading edge research

In Wales, we understand that high-quality research is key to improving care. That's why we encourage all health professionals to take part in research. Health and Care Research Wales offers a variety of resources and training to support professionals in delivering research that enhances care for patients, service users, and the public across the country.



In Wales, you'll get the chance to continue the traditions of the NHS in the country of its birth, and influence the future of midwifery services.

**Work in
Wales**



Abigail, Midwife

Community

Abigail, Midwife



Uphold the past & shape the future

When Aneurin Bevan founded the NHS in 1948, he did so on the principles of equality of access and the service being based on need, not on the ability to pay. By developing your career in Wales, you'll be able to continue these traditions and help shape the future of your profession.

Wellbeing

In NHS Wales, we actively encourage and enable our colleagues to prioritise selfcare and the health and wellbeing of others, by promoting a culture of compassionate leadership and self-compassion.

Providing safe high-quality services

Wales is committed to delivering high-quality, safe, and consistent maternity and neonatal care for all families. The Strategic Clinical Maternity and Neonatal Network enhances outcomes and experiences by ensuring high standards through All-Wales pathways and service specifications.

The national Maternity and Neonatal Safety Support Programme focuses on improving safety, outcomes, and experiences, while supporting healthcare teams in delivering exceptional care.

Additionally, the Quality Statement for Maternity and Neonatal Services and the Perinatal Engagement Framework, empower midwives to provide family-centred care, work collaboratively in multi-professional teams, and develop safe, effective services.

Benefit from better staffing levels

All maternity units in Wales are expected to be 'Birth-rate Plus' compliant, ensuring that the correct number of midwives are available for the women receiving care.

One career, many paths

A career in Wales is full of possibilities across clinical, research, education and leadership pathways. Midwives can progress to specialist midwife, consultant, heads and directors of midwifery roles.

Get recognised for great work

All health boards and trusts in Wales run staff achievement awards, to acknowledge staff who make exceptional contributions to the running and improvement of services. The annual Chief Nursing Officer Conference, the NHS Wales Awards and the Royal College of Midwives' *Midwife of the Year Awards*, all offer opportunities for you to get recognised for your dedication and innovation.

Get support

When you relocate

Some health boards have access to onsite accommodation to support you when relocating to Wales and some offer relocation packages to support you and your family to settle in.

With childcare

Welsh Government support parents with childcare costs through two schemes, subject to eligibility, and all school aged children are also supported with free school meals in Wales.

In purchasing transportation

We offer a number of schemes, including salary sacrifice and travel to work, where you can purchase a vehicle or bicycle through your NHS pay.

Chrisgeena, Midwife



Flexible working to support you and your family

By working in Wales, you can take advantage of a range of innovative working arrangements designed to help you fit your work around your life. These include flexible working hours, hybrid working and work-life balance initiatives. There is opportunity to purchase additional annual leave, and some health boards offer on-site nursery and crèche facilities.

A lifetime of progress

By joining the NHS in Wales, you'll discover a culture where we never stop learning, where skills and knowledge are shared openly, and where your personal development is a high priority – after all, we understand that true fulfilment comes from the bigger picture.

Benefitting from a strong sense of community, affordable housing, great schools and loads of ways to relax and have fun, Wales is a great place to work and live either on your own, or with your family.

**Live in
Wales**

TrainWorkLive | Wales



National Museum Cardiff, South Wales



A country of compelling contrasts



Harlech Beach, Snowdonia

Compact but diverse, Wales is a country where picturesque communities, unspoilt coastlines, stunning countryside and vibrant cities combine to offer you all the relaxation and family adventure you need.

The great outdoors

There are three National Parks in Wales. But wherever you go, nature is all around you. From luscious mountains to dramatic river valleys, deserted beaches to rugged cliff tops, the natural landscape offers a stunning backdrop whether you're in the mood for adventure, looking to unwind or simply following your daily routine.

Beach life

From the world-renowned Gower coast in the south, to the beautiful Llŷn Peninsula on the edge of Snowdonia National Park in the north, Wales is home to many of the UK's best beaches – all accessible along a continuous 870-mile coastal path that reveals coves, headlands and bays overflowing with wildlife.

(LEFT PAGE) FROM LEFT TO RIGHT: Manorbier Tenby, Cardiff Bay Mermaid Quay, Wales Millennium Centre, Merthyr Mawr Food Festival, National Lido of Wales in Pontypridd, Coasteering in Pembrokeshire, Llandovery Town, Red Kite Feeding Station in Brecon Beacons, Cardiff City Centre.



Cardiff, South Wales

Urban living

Fast emerging as one of Europe's most energetic capitals, Cardiff offers world-class shopping, stylish dining, beautifully kept parks and all the other advantages you'd expect from modern urban living. Newport is a city rejuvenated by investment, Swansea appeals with its beach suburbs and the city of Wrexham offers historical buildings and is the gateway to north Wales.

Castles & legends

Castles define the Welsh landscape just as much as our hills and valleys. There are 641 in total – imposing, fairy-tale and tumbledown – each offering a glimpse into the past and the chance for you to explore the legends within their walls. Going back even further, there are also dozens of pre-historic sites to see, including some of the best-preserved Neolithic wonders in the UK.





Wales is packed full of possibilities. From heart-racing adventure to simple family pleasures, and everything in between, there's no end to the ways you can fill your spare time.



Adventure on your doorstep

For kids (both small and big), Wales is the perfect playground. Explore pristine rock pools or go pony trekking across our beaches or up some gently rolling hills. We have accessible beaches – many are dog friendly all year round – perfect to provide you and your family with as much fun as you can handle.



Your entertainment capital

With its high-end designer stores, high-street favourites and charming Victorian arcades, it's easy to see why Cardiff is on the map as a destination for world-class shopping. Throw in laid-back live music venues, an ultra-modern waterfront, family-friendly museums and an open-air theatre in the shadows of the castle and you won't be able to stay away.



Dining to suit all tastes

From Michelin-starred restaurants to farmers' markets, cosy neighbourhood cafés to award-winning country pubs, Wales is a place where you can enjoy delicious food whoever you're with, whatever your budget and whatever you like to eat.



Family fun with a difference

Sometimes, kids crave something a bit different. If you like to arrange family days out with a twist, Wales is home to the fastest zip line in the world plus an underground trampoline that's suspended 180 feet in the air.

FROM TOP TO BOTTOM: Preseli Hills, Mermaid Quay in Cardiff, Llandovery Town, Zip World North Wales.

In Wales, we don't just offer a career,
we offer a way of life.

TrainWorkLive | Wales

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trainworklive@wales.nhs.uk



GIG
CYMRU
NHS
WALES

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

Transforming the workforce for a healthier Wales

V1 Mar-2025