

NURSING 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 nurse in Wales.

Ashly, Staff Nurse

NHS Wales is committed to offering a career you can be proud of. You'll get the chance to shape your career pathway, 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 and shape your career, whether that be in clinical, research, education or leadership.



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

TrainWorkLive | Wales



Opportunities



“I love working with a dynamic team and making positive changes in patients’ lives.”

**James,
Mental Health Team Leader**

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 nurses, midwives and allied health professionals. This package of support sends a clear message about how much we value our healthcare workforce in Wales.

Commitment to excellence

Wales has established itself as a leader in the field of nursing education. Our programmes are designed to equip nurses with the skills and knowledge they need to excel in their careers and meet the evolving demands of healthcare.

Help to return-to-practice

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

Higher education that ticks all the boxes

There are several higher education institutions in Wales approved to provide pre and post-registration 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.

Four fields of nursing

In the UK, nurses study a specific field of practice for their nursing degree and each field has a specific type of registration with the NMC. There are four fields of nursing:

- Adult
- Children’s
- Learning Disability
- Mental Health

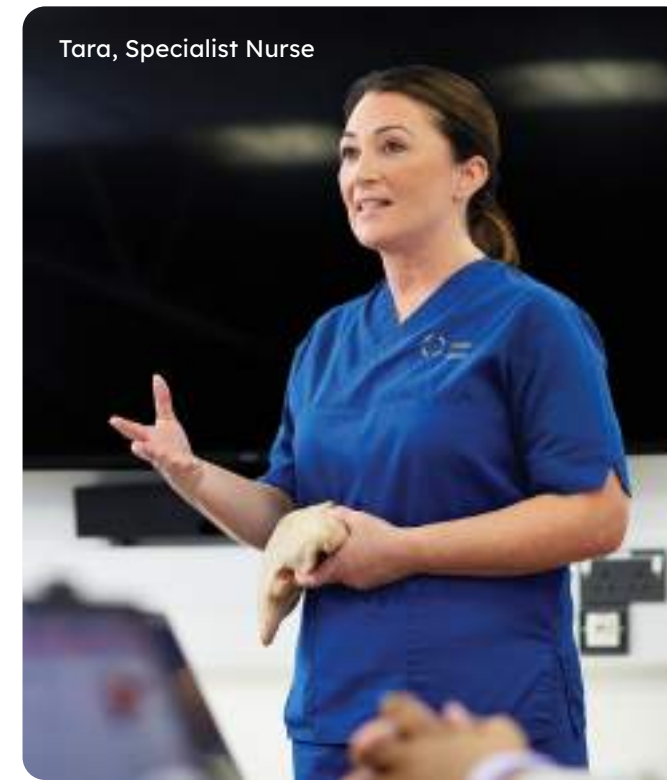
By choosing to train in Wales, you can access every field of nursing through a variety of flexible and traditional routes – the choices are truly inspirational! In Wales there are numerous opportunities in all four fields, working across a wide range of clinical areas, within primary, community and hospital-based settings.

Graduate training you can count on

Wales was the first UK country to educate all its nurses and midwives 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 nursing 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.

Tara, Specialist Nurse



We take your professional development seriously

In Wales, newly registered nurses are provided with a preceptorship period of up to 18 months to support their transition from student to registered alongside access to restorative clinical supervision. We’ll support your continued professional development across a wide range of routes, which covers everything from work-based learning to specialist post-registration courses supporting your growth and revalidation.

We’re currently updating our nursing career framework that will support you to identify your chosen career path whether that is in clinical practice, leadership, education or research.

Choose your next steps

As your career progresses, you could enhance your clinical or leadership skills with further professional education. As a nurse, you will have many transferable skills that can be applied in a variety of settings.



Suma, Ward Manager

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 nursing services.

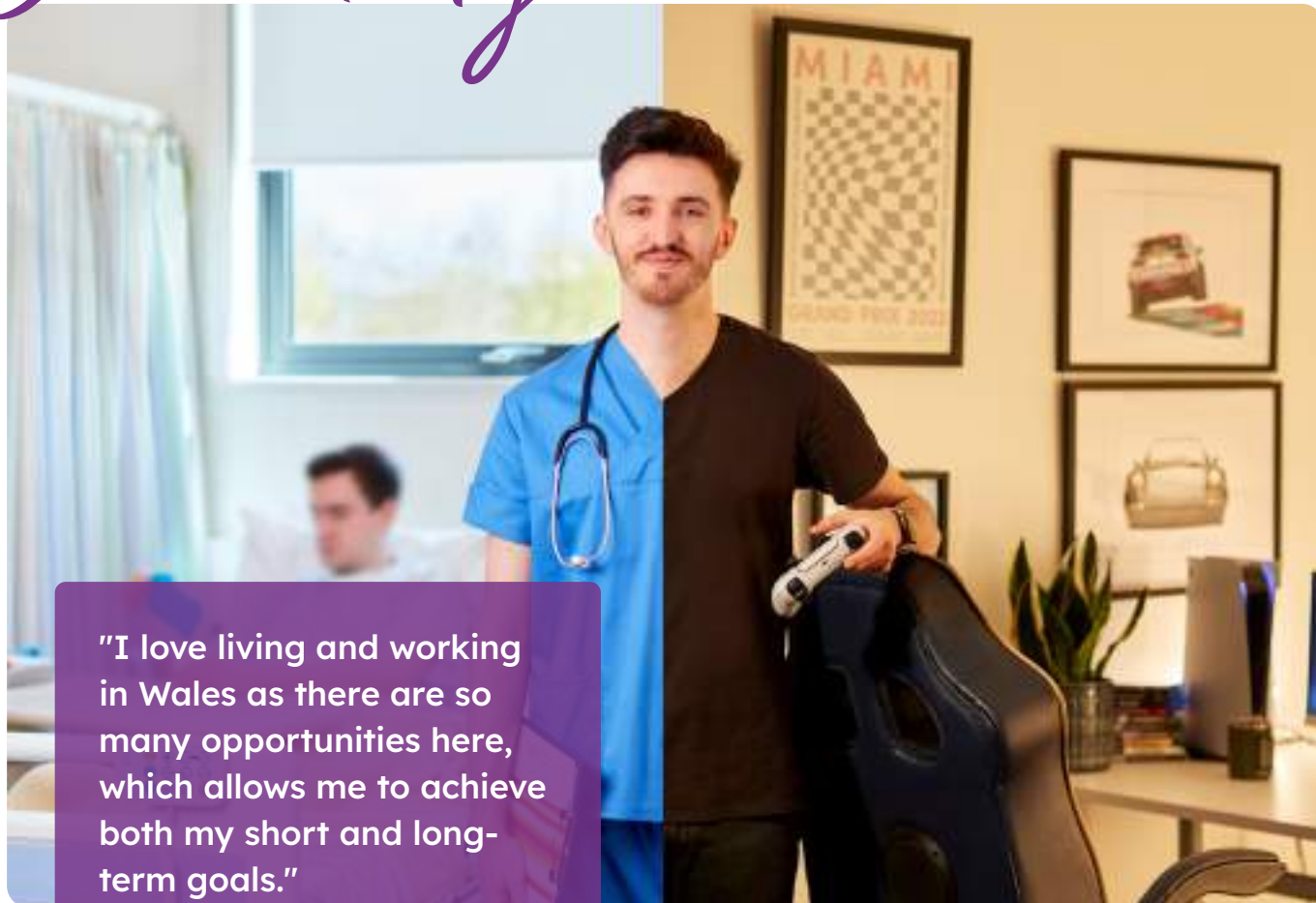
**Work in
Wales**

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Rhian, Mental Health Deputy Ward Manager

Community



"I love living and working in Wales as there are so many opportunities here, which allows me to achieve both my short and long-term goals."

Arwel, Staff Nurse

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.

We're committed to development

Wales has developed a 5-year Strategic Nursing Workforce Plan which aims to improve the recruitment, retention and training of the nursing workforce. It will support the career development of the nursing workforce and improve their health and wellbeing to ensure we can continue to provide safe and quality care to the population in Wales.

A career in Wales is full of possibilities

Nurses can progress to clinical nurse specialist, advanced nurse practitioner and consultant nurse roles in a variety of settings. You can also follow leadership pathways, from ward, community and team leadership roles to senior nurse positions.

Benefit from better staffing levels

Wales was the first nation in Europe to bring in legislation that protects nursing staffing levels – ensuring that nurses will have the time to care sensitively for patients. Our nursing workforce plan aims to further support the safe staffing levels, by reducing the reliance on bank, agency and locum workers and develop innovative ways of working, to ensure you are supported with the right skills, in the right place, at the right time.

Get recognised for great work

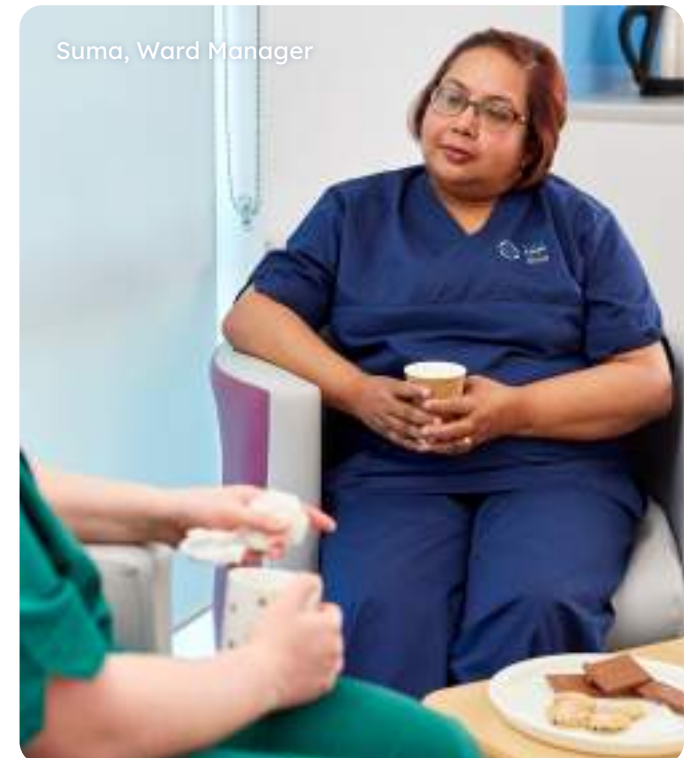
All health boards and trusts in Wales run staff achievement awards to acknowledge staff who make exceptional contributions to the improvement and quality of services they provide. The annual Chief Nursing Officer Conference, the NHS Wales Awards and the Royal College of Nursing Wales Nurse of the Year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

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.



Suma, Ward Manager

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

In Wales, support with childcare costs is available to parents, through two schemes, subject to eligibility. And all primary school aged children can access free school meals.

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.

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





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, Forest Festival in Merthyr Mawr, 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.

Vibrant and diverse culture

In Wales, you will find a vibrant and diverse culture, with the ambition to tackle discrimination and create cohesive communities that enable everyone to fulfil their potential no matter what their background or circumstances. Wales has set itself the aim of becoming a nation of sanctuary and eliminating forms of discrimination by 2030. The launch of its first-of-its-kind Anti-racist, LGBTQ+ and Disability Action plans for Wales focuses on education, health, homes, culture and heritage.





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.

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GIG
CYMRU
NHS
WALES

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

Transforming the workforce for a healthier Wales

V1 Mar-2025