

Joining Herriot Hospice Homecare, Just 'B' and Saint Michael's



Our guide for job applicants



Herriot
HOSPICE HOMECARE

JUST 'B'

Saint Michael's Hospice

This is your opportunity to make a real difference in our local communities as part of an amazing team...

"The Herriot Hospice Homecare healthcare assistants felt like trusted friends."

Josh, whose Grandma we cared for

"Just 'B' helped me move forward- not recover or get over it; you never do- but talk in a professional setting".

Rob, who we supported following the death of his wife

"I can't even find the words to explain how wonderful Saint Michael's was- just outstanding."

Debby, whose mum we cared for

"I'm so proud to work here. I love being able to deliver the best care to our patients and their loved ones.

"It's the ultimate reward to be able to support families at such a challenging time in their life and bring them some comfort.

"The team around me are so supportive and warm. We're often laughing together and they're always there for you when you need them."

Lizzie



Three known and loved identities in one remarkable charity



Joining our organisation means joining all three of Herriot Hospice Homecare, Just 'B' and Saint Michael's Hospice. Our family of services (North Yorkshire Hospice Care) brings together years of experience and care to serve the Harrogate, Hambleton and Richmondshire communities, as well as people nationwide.



Our mission

No-one should have to face terminal illness alone. No-one should have to struggle with their mental health without the help they need. We're here to give the care people deserve and make a change.

Our team

Our amazing team of 240+ staff and 450+ volunteers is our biggest asset. You'll find opportunities to join us in everything from finance and fundraising, to retail and HR.

Our charity

With 75% of our services reliant on the generosity of our communities, and 25% receiving statutory funding, bringing your skills to us is an incredible way to help power our care for when people need it most.

Help us be there for more people in our community

"It's a fulfilling time to join as we work creatively & responsively to serve our communities. We hope you'll consider a role in our team." *Tony Collins, CEO*



Our values

- We put people at the heart of everything we do
- We are caring and compassionate
- We are personal and supportive in our approach
- We are responsive
- We are driven to go better
- We are professional
- We are collaborative
- We engage positively
- We are fair
- We are accountable

Our behaviours

Our values are not just for lip-service. We really do put them in context in our everyday work, which we outline in our behaviour framework. In joining our team, it's incredibly important to us that you believe in doing this too. We'll ask you about this as part of our recruitment process.

Find out more about our behaviour framework and values at saintmichaelshospice.org/behaviour-framework



Be yourself and be respected: a place to belong

As a member of our team, you can expect to be treated with the same values with which we treat everyone. That means you'll be respected for the things which make you, you.

Our FREDIE strategy outlines the ways that principles of Fairness, Respect, Equality, Diversity, Inclusion and Engagement can be practiced and promoted within our charity.

We actively welcome applications from people of all backgrounds and abilities. If there're any adjustments you need during the recruitment process, or once part of our team, just let us know.



Additional benefits



Lifestyle discounts & savings



24/7 support line, plus wellbeing programme



Generous annual leave



Competitive pension



Higher than average sick pay



Enhanced maternity pay



Cycle to work scheme



Life assurance



Paid compassionate leave



Volunteers and staff can recommend family and friends, and receive a cash bonus if successfully recruited.

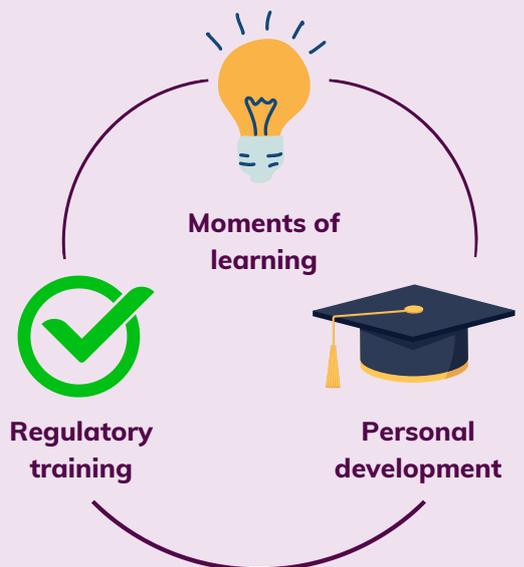


Have you been recommended by a friend to apply for a role? Let us know as part of your application.

Learning is in our culture

Learning means more to us than compulsory training. Alongside the courses that you're required to do, we'll give you opportunities to grow as part of development programmes that you're interested in so you can fulfil your potential.

We believe we're learning all the time. We help each other to figure out new things together in our workplaces, recognising those satisfying "moments of learning" which bond us as a team.



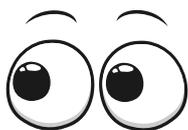
The number of people who stay with our charity over many years, and work in multiple different roles across various teams, is a testament to our culture.

We love helping our people progress and build their expertise even further.



Ready to apply?

We're thrilled that you're considering a role with us. Here's what comes next.



1. If you haven't already, take a good look at our websites so you've got a feel for what makes us, us.



3. If you have any questions, contact the hiring manager on the job advert. If you have any technical problems, email people@saintmichaelshospice.org.



5. You'll be invited for interview and meet our team- see tips over the page.



7. We'll get you started on our onboarding programme so you'll become more familiar with what to expect.

Good luck!



2. Complete your application on our recruitment platform- be sure to check it over and fill in all the fields for best chances of success! See tips over the page.



4. We'll let you know by email whether you've been shortlisted for interview and any tasks you should prepare in advance.



6. If you're successful in your interview, we'll start the checks we complete for safety, i.e. DBS and references.

Don't meet all the criteria?

If you're missing one or two of our requirements but still think you'd be a good fit, we encourage you to apply and see- you may still be a great asset to our team.

Sharing your experience

Our selection process and interview questions are mostly based on the job description and person specification, so it's a great idea to closely read these documents. Please pick examples from your experience to match these as closely as possible.

Tips for interview

We recommend using the STAR method when giving examples in your interview answers to clearly show us how you're a great fit.

What situation were you in when you showed this skill?

1. Situation

What was the outcome following your action?

4. Result

What did you need to do and why?

2. Task

3. Action

What did you do to complete the task?



The majority of our interviews are held by a panel of either 2 or 3 managers.

Keep in touch!

Follow Herriot Hospice Homecare, Just 'B' and Saint Michael's on our social media profiles, and sign up to our newsletters on our websites.



herriothh.org.uk



justb.org.uk



saintmichaelshospice.org