

St Margaret of Scotland Hospice

Candidate Pack – Becoming part of our team



**ST MARGARET OF
SCOTLAND HOSPICE**
CHRIST'S LOVE IS OUR INSPIRATION





Welcome!

We are the largest hospice in Scotland and our purpose is to provide compassionate, person-centred support to people living with life-limiting illnesses, supporting them and their families through some of life's most challenging moments.

Every day, our team brings expertise, empathy, and kindness to patients' physical, emotional, and spiritual wellbeing, creating comfort, dignity, and connection.

This is a vital role - your support can make a profound difference, offering reassurance, comfort, and hope when it matters most. Staff and volunteers experience the deeply rewarding nature of this work, knowing every act of compassion leaves a lasting impact on patients and their loved ones.

At St Margaret of Scotland Hospice, every team member contributes to a culture of compassion, respect, and excellence, making a meaningful difference every day.

Thank you for the time and energy you have committed to exploring this role and I hope this candidate pack gives you an insight into life at the hospice, the values that guide us, and the care we provide, while helping you navigate the recruitment process with clarity.

Sister Rita Dawson, Chief Executive, MBE

Who are we?



Our History

Discover over 75 years of care and compassion – explore the story of Scotland’s oldest hospice via our [website](#).

Our purpose is “**to provide specialist palliative care and hospital based complex clinical care to the communities we serve.**”

It is our ambition that “**the Hospice is regarded as a centre of excellence for the provision, research, and teaching of specialist palliative and complex clinical care.**”

We have adopted an approach to providing care that is holistic and considers the spiritual, physical, psychological, and social needs of our patients. We want every patient to achieve realistic goals and to reach their full potential until death, valuing what they have to offer, respecting the autonomy of the individual, and encouraging them to participate in their own care together with their family and friends.

Our Values

Justice

We act with integrity and respect the rights of others

Advocacy

We champion the rights of the sick, the poor and the vulnerable

Respect

We respect human dignity and the sacredness of life

Quality

We promote excellence and continuous improvement in patient care

Compassion

We demonstrate understanding, empathy, and sensitivity in all we do

Why work for us?



Balance and Flexibility

Our ethos and core values shape our dedicated support and we are committed to ensuring our staff have a healthy work life balance and offer generous annual leave and consideration around part time hours; flexible working and hybrid working.

Support in your role

Benefit from regular guidance, so you're supported in every step of your role.



Training & Development

Grow your skills and advance your career through our tailored training and development programmes.



Salary and Pension

We offer a competitive salary and a supportive pension scheme offering a



10% employer contribution.

Healthy, Affordable Meals

Stay energised with nutritious, affordable meals on site to support your health and wellbeing.

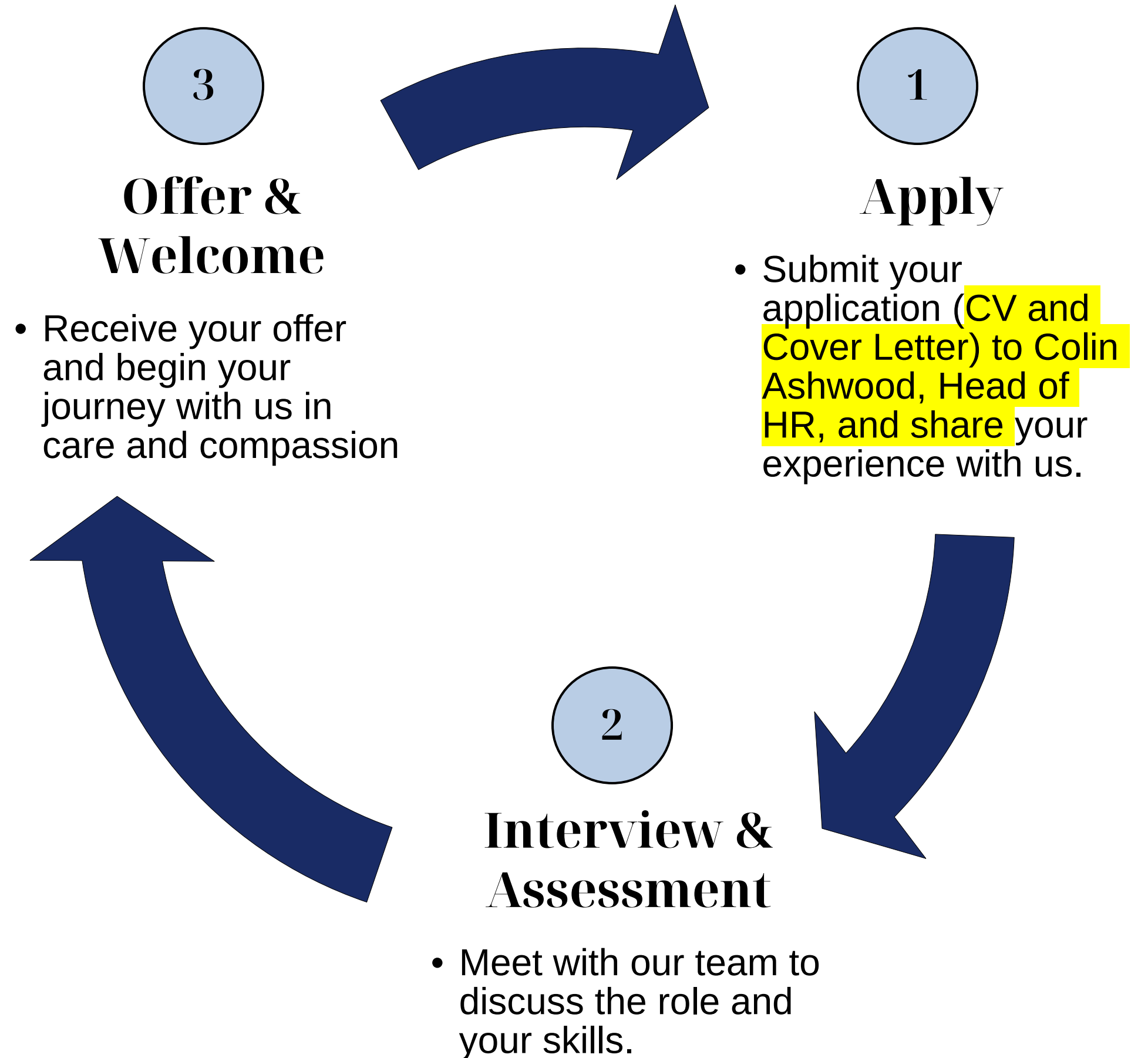


Other benefits

Working for us is not a one-way street and in return for your time and commitment we offer.

Free, on-site parking
Cycle-to-work scheme
on-site gym
Life assurance
Employee Assistance programme
Optional Credit Union Membership
Blue Light Scheme Eligible

Recruitment Process



Help, I have a question!



Who should I contact if I have any special requirements?

Should you have any specific questions or requirements, please reach out to the HR Team.

Email: humanresources@smh.org.uk

Phone: 0141 435 7001

How long will it take for you to decide if I've got an interview?

This can vary depending on the number of applications we receive for each vacancy. Generally speaking, we do try our best to make or decision and contact applicants invited for interview within two weeks of the closing date.

Will I be notified if my application is unsuccessful and will I receive feedback?

We know how much time and effort goes into an application and we really appreciate the time you've taken to apply for a job with us. Depending on the volume of applications we receive, we may not be able to inform and provide feedback to unsuccessful candidates at the shortlisting stage. If you haven't heard from us by the two-weeks after the closing date, unfortunately you won't have been shortlisted for the role.

How will the information I provide be used?

The information in your application will be used for the sole purposes of recruitment and diversity monitoring. We will process your information fairly and lawfully for these purposes. We will not share your information with other agencies or individuals, except to prevent fraud, or if required to do so by law. If you are unsuccessful, we will retain your information for six months, after which it will be destroyed in accordance with GDPR requirements.



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Thank you for exploring this opportunity with us.