

A woman with brown hair, wearing a green uniform, is holding a black and white dog. The dog has its mouth open and its tongue out, looking happy. The background is blurred, suggesting an indoor setting like a hospital or clinic.

North Downs

specialist referrals



Nursing Careers at NDSR

Opportunities to match your
ambitions

A female nurse with glasses and a stethoscope around her neck is crouching in a grassy field next to a large grey dog. She is smiling and has her hand on the dog's chest. The background shows a line of trees under a clear blue sky.

A passionate and dedicated nursing team

As one of the largest and most diverse referral hospitals in the UK, we know that a strong nursing team is the backbone of a successful practice. With ongoing investment in our facilities, technology and people we've continued to grow. That's why we're looking for nurses to join our amazing team.

If you want to further your career alongside world leading Specialists and experienced nursing colleagues, NDSR offers the perfect environment for you to flourish. We pride ourselves on our friendly, caring and supportive environment. A nursing career at NDSR will give you the opportunity to grow into the role you aspire to.

Your chance to grow

We empower our nurses to take a high level of responsibility for case management and create an environment where all colleagues are encouraged to take the initiative to perform to their very best.

As a forward-thinking practice, we're always looking for the nurses of the future and offer continuous opportunities for training and skills development. We constantly invest in our nursing team to ensure we can deliver the outstanding care we're known for. Our Nursing Pathways programme offers nurses the opportunity to develop their career in the direction they want.

Flexible working

Many of our team have flexible working patterns with options for part-time roles and shifts to fit around the needs of their family.

Life at NDSR

NDSR is located just outside Bletchingley in the stunning Surrey countryside. We are a vibrant, friendly and collaborative team that works together to provide the highest standards of patient and client care. We are a busy referral hospital with specialists in multiple disciplines. We pride ourselves on delivering excellence in both clinical and client care, while striving to provide our team with an excellent work-life balance.

Be part of something bigger

NDSR is part of Linnaeus which in turn is owned by Mars. This makes you part of the 70,000 Veterinary Health Associates globally, who spend their days thinking about the 400 million pets of the world and how to improve their lives.

Being part of this amazing global organisation gives us the benefit of a huge network of experts and specialists, a future we can invest in and the security that allows us to concentrate on what we do best – caring for pets.

Through our culture, teams can focus on delivering outstanding quality care and contributing towards our purpose:

A BETTER WORLD FOR PETS.

“I decided to move to a referral practice because I was ready for a new challenge and wanted to keep learning new skills. Working in a busy hospital, supporting so many disciplines and such a variety of cases, has made me a much better nurse.”



A multidisciplinary team

At NDSR, we offer 12 specialist-led services. Our nurses have the opportunity to gain experience in a wide variety of disciplines. As well as general nursing roles there is also the opportunity to develop an in-depth knowledge in certain fields by working alongside specific teams.

These include:

- Anaesthesia
- Cardiology
- Dentistry
- Dermatology
- Diagnostic Imaging
- Internal Medicine
- Interventional Pain Management
- Neurology
- Oncology
- Ophthalmology
- Orthopaedic Surgery
- Soft Tissue Surgery

Just some of our nursing roles

Diagnostic Imaging Nurse

Diagnostic Imaging Nurses have one of the most exciting, interesting and fulfilling veterinary nursing roles. They deal with everything from critically ill emergency cases, to routine follow-up radiographs, and work across a range of disciplines. You will also benefit from using some of the most sophisticated imaging technology available in our state-of-the-art imaging suite.



Theatre Nurse

Theatre Nurses play a vital role in ensuring that every surgical procedure runs as smoothly and efficiently as possible. They gain invaluable experience by working alongside our highly skilled surgery and anaesthesia specialists on an interesting and varied caseload. Every day is different, with the chance to help with procedures from the routine to the most challenging and ground-breaking. Theatre Nurses help with every aspect of the patient's journey from induction to recovery.



Wards Nurse

Wards nurses are an integral part of the team; constantly working to the highest standards to ensure our patients are comfortable and able to recover during their stay in wards. They enjoy nursing a wide range of cases, using their knowledge and skills to ensure each individual patient receives the care they require. The wards nurses work closely with the clinicians, anaesthetists, nursing assistants and the nurse teams.

They ensure each patient receives a regularly updated care plan that is tailored to their specific needs. This may include specialised diets, medications, pain relief, physiotherapy, catheter and drain care, mental stimulation, wound management and a variety of lab work.



Multidisciplinary Nurse

These nurses are the real backbone of our hospital. They rotate across the practice supporting all disciplines – providing outstanding care to patients and pet owners. Their breadth of skills and expertise is called on by all departments, allowing us to provide the essential treatment our patients need. As a Multidisciplinary Nurse no day is ever the same. The skills offered by this team provide the critical nursing services needed to allow the hospital to deliver the outstanding care we are known for.

These are just a few of the nursing opportunities you will get to experience at NDSR.

Regardless of their prior experience, any nurses that join us follow a 3-month, in-depth induction. For those who are less than 12 months qualified, you can join our 12-month Post Registration Programme.

“I enjoy every day and even after several years I’m still learning new skills. My career with NDSR has allowed me to develop as both a nurse and a leader, helping to develop future generations of RVNs.”

Nursing Pathways

As well as progression in numerous clinical fields, our ground-breaking Nursing Pathways programme allows you to develop your career into leadership and managerial roles that might be of interest to you.

Operational Nurse Managers

Our Operational Nurse Managers are responsible for the efficient and effective day to day management of the clinical floor. They ensure the daily operational management of the hospital runs smoothly and this enables us to treat your pets with the highest standard of care. They are also involved with clinical input and processing our daily emergency requests as a priority.

Quality Nurse Managers

Our Quality Nurse Managers are responsible for maintaining and continuously reviewing quality standards throughout the Nursing team. This ensures our nursing team is appropriately versed in quality expectations and standards required. They will carry out effective governance, audits and ensure adherence to incident reporting protocols as well as reviewing our practices. They will research best, up to date practices and how we can incorporate these into the way that we work as a centre of excellence.

Pastoral Nurse Managers

Our Pastoral Nurse Managers play a vital role and are responsible for supporting the emotional, social, and mental wellbeing throughout our Nursing. Our Pastoral Nurse Managers work to help ensure that all our Nursing teams are appropriately supported within their roles, and that we continuously work towards a positive wellness and mindfulness, culture. Whilst raising awareness in topics such as wellbeing, mental health initiatives and neurodiversity.

Training Nurse Manager

Our Training Nurse Managers are responsible for the organisation of training throughout the Nursing teams, ensuring that they are trained to the highest standard. This includes providing close monitoring of training standards, ensuring Nurses are suitably skilled for the work they are performing, supporting continued professional development, induction processes, and a strong Student Veterinary Nurse support programme.

What makes our Nursing Pathways programme so unique is that it allows our nurse leaders to develop their managerial skills but without losing patient contact or time on the clinical floor. In these roles you can combine developing your leadership skills with retaining a clinical and patient focus. You don't have to compromise one for another. After all, a love of patient care is the reason nurses join the profession – so it's something we always want to maintain.

Team Leaders

Our Team Leaders are an important point of contact for all our team members. Each of our Team Leaders has a dedicated team of Nurses and Nursing Assistants which they are responsible for. They support on a personal, developmental and professional level. As a Team Leader you will receive leadership training around how to support your colleagues. You will still maintain a clinical role within the team, and therefore be present within the hospital every day.



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What's on offer

Offering clinical excellence is at the heart of everything we do. This is demonstrated through investment in our teams, facilities, equipment and continual professional development of clinical and non-clinical colleagues.

We offer competitive packages of industry-leading benefits. These include:

- Competitive salary
- 5 weeks holiday + bank holidays + your birthday off
- RCVS and VDS fees paid
- Extensive free online CPD programmes and funded external CPD
- Enhanced sickness pay
- Enhanced equal family leave
- Recruitment referral reward scheme
- Staff discount
- A comprehensive induction
- A dedicated nurse training team
- Generous pension scheme

Life-long development

As part of Linnaeus and Mars Veterinary Health, development opportunities are always available. Our team has access to some of the best clinical and non-clinical education programmes including:

- Clinical education away days
- Nursing Post Registration Programme
- Leadership training
- Access to an extensive webinar and resource library (exclusively for Linnaeus Associates)
- Educational content delivered by world-leading specialists and leaders in their field
- Extensive clinical and non-clinical CPD
- Access to educational events through Mars Veterinary Health

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“The induction programme is amazing. It’s the best I’ve come across. At NDSR you’re supported every step of the way.”

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Sustainability

At NDSR we are proud to have achieved our Investors in the Environment (iE) Green accreditation – the highest possible. Investors in the Environment is a national accreditation scheme, designed to help organisations reduce their impact on the environment and get recognised for their green credentials. We have a dedicated Green Group to drive our ambitions forward, but every team member is welcome to contribute.

Wellbeing at work

The wellbeing of our team is central to our success. We strive to create a working environment that is healthy and engaging for everyone. We have a team of Mental Health First Aiders available to offer support whenever it’s needed. All of our team also have access to online health and wellbeing resources via our employee assistance programme.

Start your journey with us

If you’re an ambitious and focussed veterinary nurse who wants to deliver world-class patient care, then we would love to hear from you.

ndsr.co.uk/careers

enquiries@ndsr.co.uk

01883 741440

North Downs
specialist referrals



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LINNAEUS

North Downs

specialist referrals



North Downs Specialist Referrals

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