



Career pathways are possible groups of job roles within a profession that share common skills, knowledge, and interests. Career pathway and progression do not often happen linearly and is based on personal choices. These are examples of career pathways in the health and social care sector.

Examples of Clinical Career Pathways in the NHS

| Clinical roles | Entry level | | | | | | Senior Level | |
|------------------------------------------|--------------------------------------------------------------|------------------------------------------|------------------------------------------------------|----------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|------------------------------------|--|
| | Support workers | Senior healthcare assistant /technicians | Assistant practitioners/ Associate practitioners | Practitioners | Senior Practitioners | Advanced Clinical Practitioners | Senior Management | |
| Nursing | Healthcare assistant (nursing) | | Nurse Associate | A Registered nurse in 1 of 4 branches: Adult, Child, Mental Health, Learning Disability | A registered nurse with skills, qualifications, and experience in specific areas e.g. Ward Sister, Practice Educator | Advanced/ Specialist nurse practitioner (educated to Masters) e.g., Matron, Head of Nursing | Chief Nurse, Consultant Nurse | |
| Midwifery | Healthcare assistant (midwifery) Maternity support worker | | Midwife Associate Newborn Hearing Screener | Registered midwife Health Visitor | Same as Nursing e.g., Labour Ward Sister | Same as Nursing e.g, Matron | Director of Midwifery | |
| Healthcare Science | Phlebotomist | Senior Phlebotomist | Assistant Practitioner Critical care technologist | Biomedical Scientist | Senior Biomedical Scientist | | Director of Genetics Services | |
| Allied Health Professions | Therapy support worker | Therapy assistant | Assistant practitioner | Therapist e.g., Art therapist, Drama therapist, Music therapist, Physiotherapist, Occupational therapist | Senior therapist (in related roles) | | | |
| | Pharmacy assistant | Pharmacy technician | Senior Pharmacy technicians | Pharmacist | Senior Pharmacist | Head of Pharmacy | | |
| | Radiology assistant | Senior radiology assistant | Radiology Technicians | Radiographer | Diagnostic radiographer/ Therapeutic radiographer | Head of Radiology | | |
| Ambulance Services | Patient transport service driver | Emergency medical dispatcher | Patient Transport Service controller | | | | | |
| | Ambulance care assistant | Emergency care assistant | Emergency medical technician | Paramedic | Experienced Paramedic | | | |
| | Call handler | Control room assistant | Control room duty officer | Clinical coordinator | | | | |
| Mental Health (non-nursing roles) | Healthcare Assistant | Mental Health support worker | Mental Health and Wellbeing Practitioner | Health and Wellbeing Coach | | Clinical psychologist | Director of Mental health services | |
| | Care Support Worker (Mental Health) | Peer Support Worker | Assistant psychologist | Psychological Wellbeing Practitioner Counsellor | Therapists in specialist areas e.g. Drama therapist, Music therapist, Art therapist | | | |

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Example of Non - Clinical Career Pathways in the NHS

| Non-Clinical roles | Entry level | Senior Level/ Senior Specialist roles | | | | | |
|-------------------------------------------------------|-------------------------------------------------------------------------------------------------------|---------------------------------------|--------------------------------|--------------------------------------------------|-----------------------------|------------------------------------------------------------------------------------------|-------------------------------------------|
| Human Resources | HR assistant in specialist roles - Recruitment, Learning & Development, Employee relations, Workforce | HR administrator | HR officer/ HR project officer | HR advisor | Senior HR Advisor | HR Business Partner | Head of HR ↓ Chief People Officer |
| | | | | | | HR Manager in specialist role e.g., Recruitment, HR operations, Learning and Development | |
| Finance | Finance assistant in specialist roles – Payroll, Accounting Procurement | Finance administrator | Finance officer | Finance analyst/ Finance Accountant/ Tax analyst | Senior Finance/ tax analyst | Head of Procurement | Director of Finance |
| | | Cashier | Procurement officer | | | Head of Accounts | |
| Information Communication and Technology (ICT) | ICT support assistant | ICT support technician | ICT test analyst | Project Manager | System developer | Head of Internal communications | Director of Communications and Engagement |
| | | | Service desk operator | Telecommunication manager | | Head of Public engagement | |
| Health Informatics | Health records assistant | Medical records clerk | Helpdesk adviser | Information analyst | Health records manager | Projects manager for specific programme | |
| | Support desk assistant | | Clinical coder | Information auditor | Data quality manager | Information governance manager | |
| | Library Assistant | Senior Librarian Assistant | Librarian | Senior Librarian | | | |
| Estates and Facilities | Porter/Cleaner | Senior Porter/ Security officer | Storekeeper | Electrical/ Mechanical Engineer | Senior engineer | Head of Estates and Facilities | Director of Estates and Facilities |
| | Catering assistant | Cook | Chef | | | | |
| | Maintenance assistant | Facilities coordinator | Estate technician | Plumber, Electrician | Surveyor | Chaplain | |
| Wider Management | Receptionist/ Switchboard operator | | Senior Ward team coordinator | | Assistant Service manager | Service Manager | |
| | Ward Clerk | | | | | | |