

# Be part of our exceptional team of carers



**Randolph Hill**  
Nursing Homes Group

We care, the way you care.

As a care assistant at Randolph Hill, we provide a structure in which you can make a real difference; providing care to the residents in one of our 7 modern, purposely designed nursing homes.

We are large enough to be able to provide what our teams need such as a good supportive management structure, detailed policies and procedures, regular and comprehensive training; while still small enough to avoid being overly bureaucratic and to be able to make the right decisions to fit every circumstance.

We have created a career structure that allows our care assistants to progress their career as far as they'd like, with incremental steps and the opportunity to progress from Care Assistant to Senior Care Assistant, Principal Care Assistant and Team Leader.

If you are interested in working for Randolph Hill, contact us via [careers@randolphhill.com](mailto:careers@randolphhill.com) or phone us on **0131 523 0440**.

## Company Benefits

- Market leading rates of pay from £13.77 per hour, and accredited as a Living Wage employer
- Overtime paid at time plus 33%
- Enhanced Sick Pay covering up to 28 weeks
- Fully funded stakeholder pension scheme
- Recommend a Friend scheme offering £1000 for nurses and £500 for carers
- Staff retail and leisure discounts through our benefits hub portal, including up to 7% grocery and 20% technology discounts
- Subsidised food from the kitchen
- Free uniform
- Great training, both face to face and on-line
- Opportunities for further personal progression
- Up to 33 days annual leave entitlement
- Long service holidays and awards
- All homes extremely well supported from senior management
- Death in Service scheme
- Free car parking on site
- Cycle to work scheme



We care, the way you care  
about competitive salaries  
and company benefits.

Randolph Hill is one of Scotland's long-standing, reputable providers of care for older people. We own and run 7 nursing homes in East Central Scotland with strong Care Inspectorate grades and good staffing levels, making it the perfect place to develop your career.

We operate Randolph Hill in Dunblane, Stirlingshire; Holmesview in Broxburn, West Lothian; Kirk Lane in Livingston Village, West Lothian; Blenham House in West Edinburgh; Ashley Court in Morningside, Edinburgh; Muirfield in Gullane, East Lothian; and Fidra House in North Berwick, East Lothian. We ensure all our homes are modern and offer the highest quality accommodation and facilities.

Our homes have single ensuite accommodation, with wet floor shower facilities providing level entry access. Each room has a nurse call, telephone, TV, and WiFi. Our homes are amply provided with lounge accommodation, with a cinema screen available for major events and film viewings, WiFi throughout and access to computers and iPads.

We are a well-funded and profitable organisation allowing us to ensure that our buildings are maintained to the highest standards, with improvements made to keep them up to date with market advances.

We are able to provide a substantial management base to support all the staff in the home. This consists of our head office staff, along with the Director of Nursing Homes Operations, Care Quality Manager, Care Standards Manager, Operations Manager, Home Manager and Home Deputy Manager, plus Charge Nurses with supernumerary time to assist in managing the home.

We consider keeping active to be important for our residents, and all of our homes excel with a dedicated activity team providing a full and varied schedule of activities for residents to enjoy. We employ activity staff for a total of 120 hours each week per home in addition to the care staff, therefore allowing care staff more time to concentrate on their primary role.

Our catering team provide a range of delicious meals and a variety of dishes at each sitting of breakfast, lunch and dinner. Snack menus and lighter meals are always available and special events are provided regularly with themed dining and birthdays and other special events covered.



[www.randolphhill.com](http://www.randolphhill.com)



[careers@randolphhill.com](mailto:careers@randolphhill.com)



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