



INDUSTRY SECTOR

Emergency Services

Overview

The emergency services sector is a critical and vital component of any society, responsible for responding to various emergencies, accidents and crises to protect public safety and save lives. This sector comprises of several key organisations and agencies that work collaboratively to provide prompt and effective responses to emergencies.

What's the job market like?

The emergency services job market in Scotland has historically been stable, with a constant demand for professionals in a variety of roles. NHS Scotland in particular, have a large volume of vacancies available as they recover from the aftermath of COVID-19. The main services have a structured recruitment process for entry-level positions, including rigorous training and assessment. It's important to note that the job market can be influenced by various factors, such as changes in government budgets, population growth and advancements in technology.

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Types of Emergency Services



Police

Veterans bring discipline, adaptability, leadership and teamwork skills to the police force, making them valuable assets in maintaining public safety and upholding the law. In addition to police officer roles, who are largely responsible for conducting investigations and responding to emergencies, veterans with relevant experience could specialise in Organised Crime/Counter Terrorism, Intelligence Support, Firearms/Explosives and Dog Handler Units.



Scottish Fire and Rescue Service

The fire service values qualities such as discipline, teamwork, physical fitness, problem-solving and the ability to perform under pressure – all of which are honed during military service. Transferable roles include Firefighter, Fire Investigator and Hazard Materials Specialist. Veterans interested in pursuing a career in the fire service should research the specific qualifications and certifications required by their desired position and fire department.



NHS Scotland

The healthcare sector offers a vast number of roles where veterans can contribute their transferable skills and expertise to make a positive impact on patient care and support services. There are around 350 different job roles and multiple tiered entry points within NHS Scotland; non-regulated positions make up around 35% of posts within the workforce with transferable roles such as Project / Programme Manager, Estates Officer, Business Manager and Health and Safety Lead. Regulated posts (health and care professions that must be registered with a professional regulatory body by law) are still accessible for veterans through various university programmes and pathways for those looking to retrain. The newly formed Armed Forces

Talent Programme (AFTP) aims to encourage veterans to pursue careers in healthcare as well as creating direct pathways into NHS Scotland roles. OAS work closely with the AFTP team and run various Insight Events throughout the year.



Search and Rescue Services

Search and Rescue (SAR) organisations work to locate and aid individuals who are lost, injured or in distress, often in remote or hazardous environments; services include: Mountain Rescue, Coastguard and Emergency Helicopter Services. SAR teams often consist of individuals with diverse skills who work collaboratively to respond to emergencies and locate missing individuals. Veterans' training in adaptability, resilience and problem-solving make them well-suited as a team member in SAR operations. Individuals with specialised skills and experience could also conduct roles such as SAR Co-ordinator, Comms Specialist, Drone Operator, Logistics and Equipment Specialist and a variety of medical roles.



Volunteer and Non-Governmental Organizations (NGOs)

Emergency services NGOs and volunteer groups require individuals who can work in high-pressure and dynamic environments, adapt quickly to changing situations and collaborate effectively with diverse teams. Veterans possess these qualities in abundance, making them valuable assets in providing timely and effective assistance to communities in crisis. Services include assistance with emergency shelter, food distribution, medical support, psychological support and community rebuilding after disasters. As well as an Emergency Response Team Member, other specialised roles include Disaster Relief Co-ordinator, Logistics and Supply Chain Management, Security Operations and Medical Support.

Scottish Military Employers



Military Transferable Skills and Attributes

Individuals with military experience are familiar with professional standards, a disciplined organisational structure and a culture of delivering the best possible outcome. The values of the emergency services and Armed Forces are strongly aligned, particularly in terms of public service, transparency and integrity. Transferable military skills include:

- Leadership
- Crisis Management
- Problem Solving
- Communication
- Teamwork
- First Aid Training
- Physical Fitness
- Resilience
- Discipline
- Organisation
- Integrity

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