



BNSSG
Training Hub

A guide to portfolio careers

This guide seeks to bust the myths and share the reality and diversity of portfolio careers through the stories of those already working in this way. For Allied Health Professionals, nurses and GPs, we describe the benefits and the challenges of portfolio careers, how to thrive when working in this way, the practicalities of managing various roles and some words of wisdom from those who are already treading this path.

We hope you find it useful.

BNSSG Training Hub

The BNSSG Training Hub provides workforce development support, training and education to people working in primary, community and social care in Bristol, North Somerset & South Gloucestershire.



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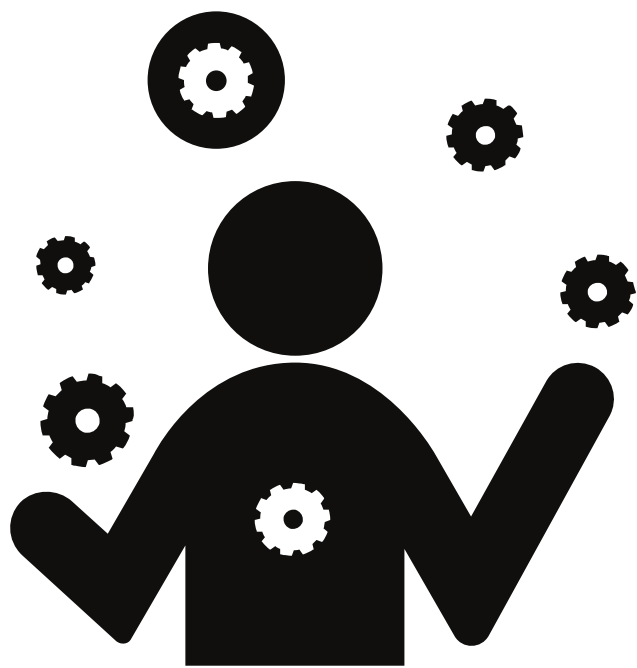
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What is a
portfolio
career?



Portfolio careers are becoming more prevalent within the health sector as individuals seek flexibility, autonomy and balance. The fluidity of portfolio careers means that individuals can gain a breadth of skills, knowledge and experience across a variety of roles and organisations.

Having a portfolio career is a way of working that combines different roles, jobs and income streams that suit your interests and your career and life aspirations. This might be a mix of part-time, full-time, voluntary, self-employed or freelancing work. It might be a combination of clinical, managerial, leadership, teaching, research, consultancy or project-based roles. You might work with the NHS, in private practice, with the third sector or with industry.



Portfolio careers can
provide a platform for
opportunity and can bring
enthusiasm and energy to
your career

Common to all portfolio careers is the autonomy to choose what work you do and the skill to self-manage across your various roles and commitments. For many, their portfolios evolved overtime as they considered different opportunities and sought to bring variety to their careers.

This guide gives real examples of portfolio careers, describing how they came about, what the different roles are and how they fit together across a working week. Each portfolio is unique to the individual and has come about through a combination of hard work, creative thinking, patience and persistence.



Real portfolio careers



Teresa Chinn, MBE

#^{we}Communities

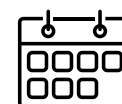
My portfolio career was never intentional, it just sort of evolved in a way that works for me. I qualified as a nurse and worked in hospitals before leaving to have a family. Rather than return to hospital nursing I took a role in social care and worked hard to become a care home manager. It was at this time that I had a miscarriage and this was a catalyst to start thinking about working in a different way. I began agency nursing which allowed me to work shifts around my family commitments and this meant I could be the Mum I wanted to be.

As an agency nurse I wanted to be able to connect with other nurses so started a project called WeNurses, an online community using social media. Fast-forward 10 years and WeNurses has become WeCommunities.org with an online reach of over 200,000 people. I've recently taken on a 12 month role as a Nursing and Care Home Support Manager and alongside this I am editing a series of books for student nurses, working with Public Health England to provide learning through the WeCommunities.org platform, and lecturing at the University of Plymouth on the digital professionalism module for first year student nurses.



Current portfolio

- Brunel Care, **Nursing and Care Home Support Manager**. Fixed-term contract for 12 months (T&Cs, tax/NI, pension, employer indemnity).
- **WeCommunities.org, Founder**. An online community of nurses providing engagement and learning opportunities, Tweet chats. Commissioned to deliver training and awareness/engagement work. Worked with Dept. for Health and Social Care, NHSE, LMC, WHO, Public Health. Awarded MBE and recognised within 70 most influential nurses in the NHS' 70th year.
- Public Health, commissioned through WeCommunities.org. To provide bite sized learning content from 'All our Health' framework.
- Elsevier, **Editor**. Commissioned through WeCommunities.org to edit a series of books aimed at student nurses.
- University of Plymouth, **Honorary Lecturer**. Supports the delivery of the digital professionalism module for 1st year student nurses (~20 days per annum, T&Cs, tax/NI/pension, employer indemnity).



Typical working week

- Sun** Prepare for the week, schedule social media, look at upcoming Tweet chats
- Mon** Brunel Care; Public Health meetings; book series project meetings; top and tail the day with WeCommunities.org
- Tues** Brunel Care; top and tail the day with WeCommunities.org
- Wed** Brunel Care; top and tail the day with WeCommunities.org
- Thur** Brunel Care; Public Health meetings; top and tail the day with WeCommunities.org
- Fri** Brunel Care; top and tail the day with WeCommunities.org
- Evenings** Tweet chats, WeCommunities.org



Dr. Shaba Nabi

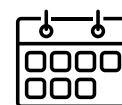
My portfolio career came about gradually. I qualified as a GP and worked abroad as a ship's doctor on a cruise liner. On returning to the UK I took a salaried GP role and also worked as an assistant at St. Georges Emergency Department, which gave me a broader view of medicine. In 2007 I became a Partner GP and immersed myself in my general practice working 7 sessions plus 1 in 6 on-call. This pattern of work gave me a full day a week off which was really helpful when starting a family. Alongside my clinical work I aspired to be a GP Training Programme Director.

I was unsuccessful on my first application but took an opportunity to cover someone doing the role. I re-applied, was successful and reduced my Partner GP sessions to 6. I also took on a CVD clinical lead role at the CCG which was 1 session. In 2016 I shifted from Partner to salaried GP and reduced my clinical sessions to 5 to accommodate my other roles. I also became an NHSE GP Appraiser. When the CCGs in my area merged, I left the CVD clinical lead role, took on the prescribing lead role which was 3 sessions and reduced my salaried GP sessions to 4. In 2018 I moved into medical politics and became the Deputy Chair for the England LMC Conference, now Chair. I enjoy writing for Pulse and also recently became a qualified NHSE coach and mentor for newly qualified GPs.



Current portfolio

- **Clinical Lead**, Charlotte Keel Medical Practice. Salaried GP, 4 sessions (T&Cs, tax/NI, pension, indemnity via CNSGP and personal indemnity top-up for areas outside of CNSGP)
- **Clinical Lead for Prescribing**, BNSSG CCG. Salaried officer status, 3 sessions (tax/NI, pension). Works with medicines management lead and team, sits on clinical executive board.
- **GP Training Programme Director**, HEE Deanery. Permanent contract, 2 sessions (T&Cs, tax/NI, pension). Delivers and facilitates training, provides 1-2-1 support, quality assurance of training and learning, organises conferences.
- **Chair**, England LMC Conference. Self-employed status. Organises the England LMC annual conference, sits on GP Committee, attends monthly policy lead meetings, member of Clinical and Prescribing Policy Group.
- **Freelance author**, Pulse. Self-employed status. Writes blogs (Views column) and articles (hard copy magazine)
- **NQGP Mentor**, NHSE. Paid via GP surgery. Qualified coach and mentor (EMCC Senior Practitioner), provides monthly mentoring sessions for newly qualified GPs.



Typical working week

- | | |
|-----------------|---|
| Mon | Clinical: morning clinic, afternoon joint clinic and tutorial with trainee |
| Tues | CCG (meetings and project work), mentoring sessions |
| Wed | Deanery: morning meetings, practice visits and teaching prep. Afternoon teaching |
| Thur | GP Committee work, CCG work |
| Fri | Clinical: morning clinic, afternoon clinical lead team meeting, post-4pm management work for the practice |
| Weekends | Read papers for the following week |
| Evenings | Ad hoc to write for Pulse |



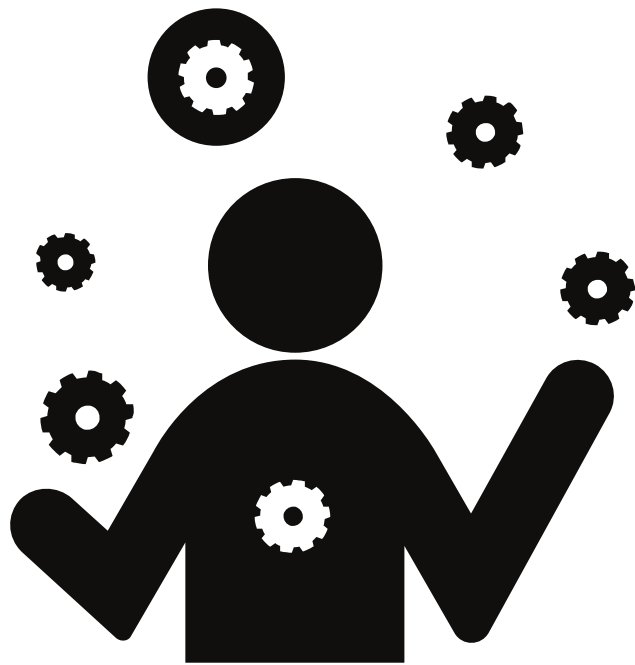
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Why choose
a portfolio
career?

Motivations and benefits

The motivations for choosing a portfolio career are wide and varied, so too are the benefits that people gain from working in this way. Often, individuals want to develop themselves and progress their career and can sometimes find this difficult to achieve within a traditional clinical working environment. Many of those who work in a portfolio way are looking to broaden their skill set and experience, to try different types of work whilst maintaining work-life balance.

The flexibility of a portfolio career is attractive to many, alongside the control that comes with being able to choose roles that suit your current circumstances and life commitments.



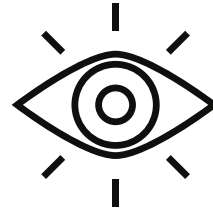
For many, having a variety of roles within a portfolio can bring energy to their work and helps to balance the intensity and stress that comes with challenging clinical positions. This variety and breadth of experience also enables individuals to appreciate the different challenges and opportunities across organisations.

Working for different organisations increases awareness and understanding of how the wider health system fits together. It can present opportunities for building relationships and networks that enable individuals to bring skills and knowledge from one role to another and to share these with colleagues and patients.

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The idea of
picking one thing
is impossible!

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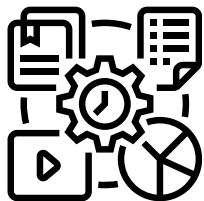


I want to see different challenges in
different areas
I want to see the bigger picture by
working in a variety of places
I want the opportunity to meet and work
with different people

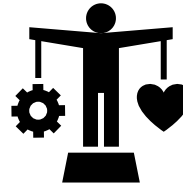
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I can take
elements from one
project or role and
weave it into the
others

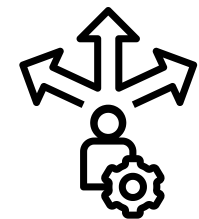
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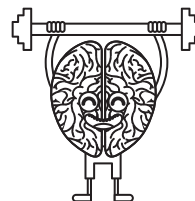
I like variety
I get bored easily
I like the combination of different roles
on different days
I like the challenge that comes with
doing a variety of roles



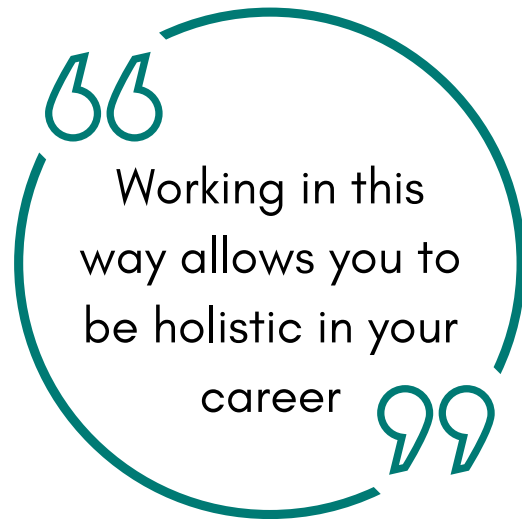
I want a better work-life balance
I can choose which shifts work for me



I have more opportunities for
progression
I can develop my leadership skills
I get a breadth of experience
I can use my skills and learning across
my different roles



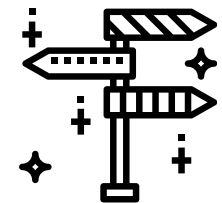
I want to use different parts of my brain to do
different things
I'm curious to learn new things and different skills
I have different interests, I couldn't possibly just
pick one



You can find a balance and see your children
grow up
You can work around taking care of yourself
It can enhance your wellbeing and make you
happy



It gives you flexibility to work around your life
commitments
Everyday is a learning opportunity
The variety provides motivation and interest
You meet more people, build your network and then
more opportunities present themselves



You have more choice over the work you do
You have more control over your time and diary
You can tailor your work to suit you
It gives you the opportunity to do a variety of
roles
It allows you to grow beyond your clinical skills

03

Practicalities
of a portfolio
career

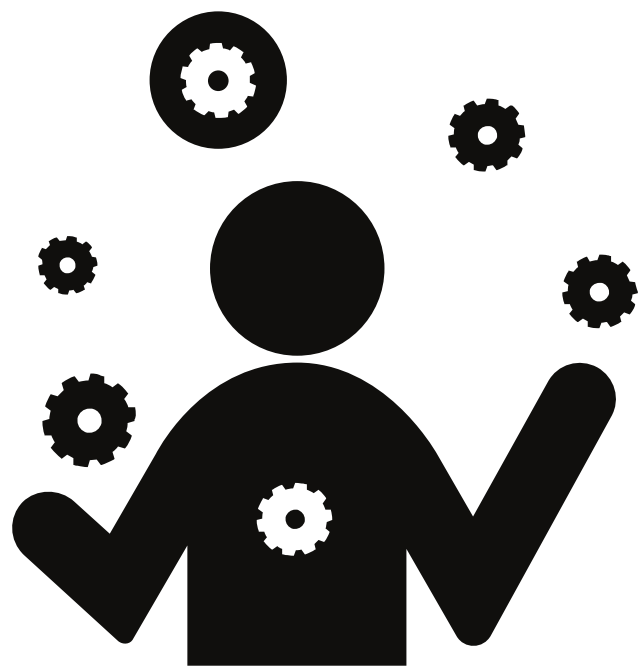


Portfolio careers don't come neatly packaged. They take time, energy and commitment to create and maintain. Working for more than one employer means managing the logistics of more than one role and one organisation. Self-employment may also be part of the portfolio mix, which may mean relying on professional expertise for advice and guidance.

“

There is no formula for a portfolio career. You create your own and make it happen

”



Knowing where to start can sometimes be a challenge. The simple checklist on the next two pages seeks to cover the basics in terms of key practicalities to take care of across your portfolio career.

You will need to set time aside to deal with the admin that comes with a portfolio career.

Portfolio career checklist



Contract of employment – be clear about your employment status and what your terms and conditions cover. Check that it permits you to work for other organisations. If you are self-employed, locum, agency or doing a piece of freelance work you need to check your IR35 status – your professional body will be able to provide advice.



Tax – if your portfolio includes any self-employed, locum, agency or freelance work it is likely you will need to complete an annual self-assessment tax return. You can check the gov.uk website and your professional body for advice. Some choose to use the services of an accountant to complete their tax return, which typically costs between £150-£250 depending on how complex the finances are.



Pension – you may wish to consider how best to manage your pension contributions across your portfolio to ensure you are maximising your pension pot. Some choose to use the services of a financial advisor particularly if they have different pensions across different types of roles (employer and private pensions).



Financial planning – depending on the scope and complexity of your portfolio you may want to consider using the services of a financial advisor. They can help you understand the financial implications of adding roles to your portfolio, of mixing employed and self-employed work and can help you plan for life events like mortgages and retirement.



Indemnity – it is your responsibility to ensure you are properly indemnified for the work you do. In employed roles this is typically paid for and administered by your employer. For self-employed roles you will need to put in place the indemnity insurance to cover the work you do. Your professional body will be able to provide advice on this.



Budgeting and risk – how much money is enough money? What is your attitude to financial risk? How will you manage if some of your portfolio disappears? These are good questions to ask as your portfolio career evolves. Having a steady part or full time income can give the confidence to then explore other opportunities.

Portfolio career checklist



Induction – you can only bring your best to a role if you're clear about what the role is and what is expected of you. Your employer is responsible for providing a reasonable induction to the organisation, your role and wider team. Induction is a good time to establish the nitty gritty of how you will make the role work with your existing portfolio.



Supervision – good supervision in each of your roles is important to ensure that you are supported and are developing in your role. Clear, honest and direct communication with your supervisor about your commitments can help you better manage your time across your portfolio.



Training and study leave – being clear about what your training and study leave entitlement is in each of your roles will help you to better co-ordinate this time. Planning your training and study leave well in advance will help both you and your employer to manage any necessary backfill or rota gaps. Your employer should tell you what mandatory training is necessary for your role. Check to see if any is transferable across organisations and be sure to schedule this into your role time.



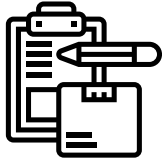
CPD – your CPD requirements may be more varied depending on the roles within your portfolio, so you need to ensure that your CPD is relevant and appropriate. If you have a very full portfolio you need to find a way to keep up your clinical CPD. This may mean accessing a range of different CPD options not just traditional classroom learning. Keep a record of your CPD across your portfolio so you can evidence that you are meeting your clinical standards and code of practice.



Coaching and mentoring – having a clear and structured progression route across a portfolio career is challenging. So too is identifying the transferable skills you have and matching those to opportunities. It can be helpful to work with a coach or mentor to talk through your aspirations and to gain clarity on what value you, your skills, knowledge and experience can bring to different roles and organisations. Your local training hub, your organisation, your local NHS leadership academy or professional body may be able to help you access a coach or mentor.

04

Common
challenges &
how to
overcome
them



Being organised

- **Annual leave** - schedule this well in advance ensuring you co-ordinate it across your roles.
- **Mandatory training** - schedule this into your working time. Check if any mandatory training is transferable across roles.
- **Consolidate your calendars** - include work and domestic arrangements so you can see all of your commitments in one place. Take time to check arrangements for the week ahead.
- **Lists and drives** - keep a day book and use 'to-do' lists to manage tasks. Use central filing systems to keep information in one place, cutting down on time spent searching for files.



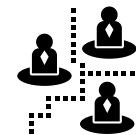
Managing time

- **Compartmentalise your time** - block out time in your calendar for each task including time to think, to write, to read, to be creative, to do work. Make sure the task fits the time.
- **The Eisenhower Decision Matrix** - consider using a time management tool to help you. Eisenhower's matrix helps to distinguish between important, unimportant, urgent and non-urgent tasks.
- **Manage your energy** - scheduling breaks into your day can make you more productive. Turning off 'phone notifications removes distractions.



Communication

- **Switching from role to role** - sometimes the demand from one role can intrude into another. Be clear about if and when you are contactable outside of your specific role time. Figure out what works best for you and set clear expectations for communication.
- **Direct and transparent** - managing more than one role requires clear, direct, honest and timely communication. Be direct about what you want, what you are willing to do and what will work for you. This will help to set the baseline for compromise and help you to manage expectations across your roles.



Setting boundaries

- **Schedule some 'down time'** - a portfolio career with many roles can sometimes feel all consuming. Having some regular, scheduled 'me time' is important for health and wellbeing. Taking emails off your 'phone when on annual leave can help you switch off.
- **Manage conflicts of interest** - having more than one role can sometimes mean there are conflicts of interest. This could mean being in receipt of privileged information or being part of decisions that might impact another role. Declare any conflicts and understand and follow appropriate procedures.



Real portfolio careers



Keith Graham

When I qualified as a physiotherapist I made an early decision to work in sport. Whilst working a full time physio role in the NHS, I covered various sporting matches and evening clinics, often for free to get the experience. I have worked with different sporting professions including football, rugby, hockey and boxing. My work in sport enabled me to bring new knowledge and different skills into my NHS role, which I shared with colleagues. Whilst working full time I took on shifts in urgent care and started to build up some private work. Once my private work increased it gave me the flexibility to look at different ways of working and to seek part time opportunities to create a portfolio that suited me. Working in this way has allowed me to take opportunities such as supporting the London 2012 Olympic Games and the Commonwealth Games in 2014. I have also had the opportunity to teach on the MSc Sports Physio Programme at Bath University. Currently I am enjoying being a partner physiotherapist in a private practice, a part-time first contact physio in primary care and I hold two sports physio contracts. I am also undertaking sonographer training to enhance my skill set and offer to patients and clients.



Current portfolio

- **Independent First Contact Physiotherapist**, Fireclay and Old School PCN. Permanent contract, 20 hours per week – two 9.5hr shifts, one 4hr weekend shift a month (T&Cs, tax/NI, pension, indemnity via employer). Specialist MSK, NMP, holds a primary care physio list, takes referrals from GPs, upskills colleagues and develops MSK pathways.
- **Partner** (Physiotherapist), Next Step Exercise and Performance Centre. Two days per week (tax/NI, pension, professional practice and personal indemnity). Provides a range of physio services for sport and other injuries. Additional business responsibilities including business development, payroll, admin.
- **Physiotherapist**, Sports contract work. Football Association and England Hockey. Ad hoc (personal indemnity, personal CPD including DBS, safeguarding and sports trauma certificate). Applied and interviewed for both contracts, supports development camps, tournaments and education.



Typical working week

- | | |
|---------------------------|---------------------------------------|
| Mon | Non-working day, catch up with admin |
| Tues | Clinical: private practice |
| Wed | Clinical: Fireclay and Old School PCN |
| Thur | Clinical: private practice |
| Fri | Clinical: Fireclay and Old School PCN |
| Sat (once a month) | Clinical: Fireclay and Old School PCN |
| Ad hoc | Sports physio contract work |



Alyesha Proctor

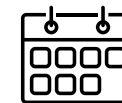
My portfolio career is built around the work that I am really interested in. After completing my BSc Paramedic Science, I found that I really enjoyed the primary care calls where we could diagnose and manage patients outside of hospital care. I chose to do an MSc Advanced Clinical Practice at St. Georges, taking modules that fitted with my interests such as minor injuries, minor illness, clinical reasoning and acute medicine. I worked with the London Ambulance Service alongside my MSc and on completion of my studies took a role as a paramedic in general practice.

I have since completed masters modules in independent prescribing and promoting sexual health to further enhance my clinical practice. I have lectured at Oxford-Brookes University and I'm now a Senior Lecturer in Paramedic Science at the University of the West of England (UWE), leading the Contemporary Paramedic practice module. Having been unsuccessful in my application for NiHR Clinical Doctoral Research Fellowship (CDRF) funding, I took a secondment as a research fellow at UWE completing research projects before re-applying for the CDRF, which I am awaiting the outcome of and hope to start my PhD next year. Throughout my career to date I have found and organised my own research opportunities and placements abroad in China, Romania and Ghana. I also enjoy working with a publisher to co-author and co-edit guides for paramedics in primary care and I'm commissioned independently to provide basic life support training for Avon LMC and GP surgeries in BNSSG.



Current portfolio

- **Advanced Paramedic Practitioner**, Kingswood Health Centre. Permanent contract, three 10 hour shifts (T&Cs, tax/NI, pension, employer indemnity). Sees same day acute/emergency patients, home visits, on-call rota.
- **Senior Lecturer** in Paramedic Science, University of the West of England. Permanent contract, 2 days per week (T&Cs, tax/NI, pension). Lecturer and module leader for the Contemporary Paramedic Practice module, organises external speakers and student placements.
- **Research Fellow** (secondment), University of the West of England (UWE). Ten month post, various research projects, authored peer reviewed journal articles
- **Self-employed trainer**, Resus Training. Commissioned to provide resuscitation and basic life support training.
- **Author/Editor**, Class Professional Publishing. Co-authored sexual health guide for paramedics in primary care, co-edited book (Paramedics in Primary Care) and writing the chapter on sexual health and contraception.



Typical working week

Mon Clinical: Kingswood Health Centre

Tues Clinical: Kingswood Health Centre

Wed Clinical: Kingswood Health Centre

Thur Lecturing (plus research): UWE

Fri Lecturing (plus research): UWE

Weekends / study days Research, writing, editing

05

Words of
wisdom



Top tips..... from those with portfolio careers



- Have an idea of where you want to go, think about what interests you and shape where you go around this
- Be true to yourself, ask "is this right for now, is this going to fit"
- Be open minded – research, become aware of what is out there, always be willing to learn

- Have courage to take on a portfolio career, to take on various roles, to get involved and roll your sleeves up
- Believe in yourself, know your self-worth, organisations need people to have portfolio roles otherwise they become stagnant
- Don't panic, take a deep breathe



- Be proactive, a self-starter, be willing to work hard and put the effort in. Be interested in what you are doing, show your interest
- Keep up your emergency shifts as a paramedic, it will keep your clinical skills and knowledge current
- Have a good supervisor, get support and ask for help

- Discover your passion – this will help you see where you want to take your portfolio
- Nail the day job first
- Think about what you want, what's your end game, what do you want to achieve, what's your purpose



- Be open and communicate about your commitments so you can manage your time
- Don't over commit
- You are allowed to say 'no' to opportunities!

- Follow your passion and your interests
- You can be the person to make the portfolio you want – if it isn't out there you can create it
- Keep you first, set and keep your boundaries



“

You don't just have to
add to your portfolio, you
can take elements away
to make it more
manageable

”

“

Success isn't
linear, it's more like
a squiggle

”

“

You can create a
portfolio that enables
you to work across the
four pillars of advanced
practice

”

“

Have upfront
conversations with
employers about fitting
things in across various
jobs

”

“

Working in
different settings
with different
teams keeps you
fresher

”

“

Be honest,
transparent and
direct about what
will work for you

”

With hindsight..... what we wish we had known!



- That there are lots of ways to get where you want to be, including sideways moves
- To be confident about my ability, about what I can bring to a role and to be able to communicate that
- That you can speak with recruiters about how a role can be tweaked so that it works for you

- That I could work in this way and still make a difference
- That success is not linear, it's more like a squiggle
- That there will be times when I think 'I want a normal job' and that's OK, just keep going
- The importance of getting support and mentorship



- To stay motivated and not to worry if things don't quite go to plan, like failing a module!
- That the Clinical Doctoral Research Fellow is very competitive - I might have waited until I had some research experience
- To have known more about research and the funding available to support it

- To have been upfront about asking for a better induction to understand a role
- That having a strategic overview of what I wanted would have been helpful
- To have been mentored before I started my portfolio career



- Knowing that working in a portfolio way was possible!
- If I'd known earlier how good it was, I'd perhaps have made the leap sooner

- On paper my hours are part-time but the reality is different - it's OK to let go of certain things to maintain the balance
- To work harder on putting boundaries in place
- I wish I had known me a little better, that variety keeps me going





Real portfolio careers



Lucy Murrell

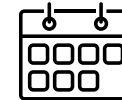
After completing my degree in biology I was unsure of what to do as a next step so I took a support role in a GP practice and also worked as a Health Care Assistant. I wanted to continue to challenge myself and, staying with the GP practice, I started my study and training to be a nurse. On qualifying I was offered a Practice Nurse role. To broaden my experience alongside this role, I took on prison, school and district nursing roles all of which taught me such a lot about the nursing profession. I then decided to move into public health nursing and took a clinical lead role.

To further my training and experience I started my MSc Advanced Practice at the University of the West of England and stepped into a Nurse Practitioner role, taking on shifts at the out of hours urgent care service. At this point in my career I decided to move away from general practice and into a Director of Nursing role at Avon LMC. I enjoy both the hands on clinical work in my Nurse Practitioner role and the strategic work I do with the LMC. I've more recently taken on a Nurse Manager role at a small, rural GP practice which really complements my Avon LMC role and gives me firsthand insight and experience of current challenges.



Current portfolio

- **Director of Nursing**, Avon LMC. Permanent contract (job share), 2.5 days per week (T&Cs, tax/NI, pension, indemnity via employer). Varied role - clinical and non-clinical education, supporting practices with CQC visits and compliance, project work, engagement with practices (funding, frameworks, information sharing), CCG/ICS meetings.
- **Nurse Practitioner**, BrisDoc Out of Hours Urgent Care Service. Permanent contract, 2 set shifts on a four week rota (T&Cs, tax/NI, pension, indemnity via employer). Takes referrals from NHS 111, triages, assesses and treats patients.
- **Nurse Manager**, small rural GP Practice. Permanent contract, 2 days per week (T&Cs, tax/NI, pension, indemnity via employer). Leadership to the nursing team, assurance and oversight of QoF, CQC, policies and procedures, some chronic disease management for complex patients.



Typical working week

Mon	Half day LMC / Half day Nurse Manager (GP Practice)
Tues	LMC
Wed	Nurse Manager (GP Practice)
Thur	LMC
Fri	Morning: Nurse Manager (GP Practice) Evening / Overnight: Out of Hours Nurse Practitioner
Ad hoc	Contactable at all times for LMC role



Dr. Caroline Crentsil

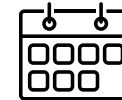
I completed my GP training in Croydon and during my registrar year met an asylum-seeking young lady as a patient. She was struggling to access services that she felt were appropriate for her and I felt I lacked the knowledge to support her, so I organised a teaching session from Doctors of the World for my GP training group. Later that year as a locum GP I worked at a temporary screening clinic set-up by the Home Office to provide health services for unaccompanied asylum seeking children. I knew then that I wanted to work with refugees and asylum seekers.

I moved back to Bristol having found The Haven service and spent some time shadowing the lead GP and learning about what the service offered. Initially I thought I wasn't experienced enough to be the clinical lead for the service but eventually, when the opportunity arose, I applied and was successful. I took this role alongside my salaried GP post. Throughout my work it is evident that additional support and services are needed for refugees and asylum seekers, to address their wider determinants of health. I put myself forward for a population health fellowship to look at health inequalities and was successful, so have now started a 12 month fellowship project post. I am currently reviewing my portfolio to ensure that each of the different elements can work together.



Current portfolio

- **GP**, The Orchard. Salaried GP, 4 sessions (T&Cs, tax/NI, pension, indemnity via employer reimbursement). *Currently transitioning to locum GP role.*
- **GP Lead**, The Haven (Sirona). Permanent contract, 14 hours per week (T&Cs, tax/NI, pension, indemnity via employer). Provides primary healthcare service for asylum seekers and refugees. Provides clinics, clinical results and referrals, information governance, undertakes clinical pathways work, research, audit, teaching.
- **Population Health Fellowship**, BNSSG. Contract via Memorandum of Understanding with BNSSG Training Hub, additional hours added to Sirona contract. 12 months self-directed project focused on health inequalities, working alongside South Glos Public Health.



Typical working week

Mon	Clinical Lead: The Haven	
Tues	Clinical: The Orchard	} <i>Currently transitioning to locum GP role</i>
Wed	Clinical: The Orchard	
Thur	Clinical Lead: The Haven	
Fri	Population Health Fellowship	



Thriving in a portfolio career



Knowing yourself and what makes you tick

Anyone has the potential to make a portfolio career work. Whether you plan in advance to work in this way or whether it evolves over time, knowing yourself and what makes you tick can help to ensure your portfolio works for you.

Some simple questions can get you started:

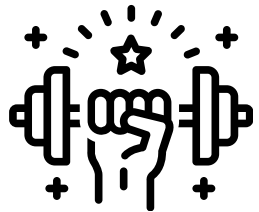
1. What are you passionate about?
2. What are you interested in?



3. What would a successful portfolio career look like for you?
4. How would you manage yourself across two or more roles?
5. How will it make you feel when the demands of one role impacts on another?
6. What risks are you willing to take to create a portfolio career?
7. What would you be giving up if you had a portfolio career?
8. What options are available to you right now?
9. Who in your network could support you?
10. Which of your strengths will help you to achieve your portfolio career?

Know your strengths

Increasing your self-awareness and being honest about what your preferences are and what works for you, will help you to decide whether a portfolio career is for you. Understanding your strengths and aligning them to the work you do as part of your portfolio can promote engagement, a sense of calling and improve energy and productivity. You can use different tools to understand your strengths, work with a coach or mentor or simply seek feedback from colleagues and peers.



Strength spotting

(Adapted from 'Average to A+; realising strengths in yourself and others.' Linley 2008)

- **Your best** – what are you doing when you are at your best?
- **At ease** – what do you find easy and are naturally good at?
- **Energised** – when do you feel most alive? What energises you?
- **Authentic** – what makes you say 'this is the real me'?
- **Motivated** – what do you do just for the love of it?
- **Flow** – what puts you 'in the zone' where you are completely absorbed and lose track of time?
- **Fast learner** – what sort of skill do you pick up rapidly and effortlessly?

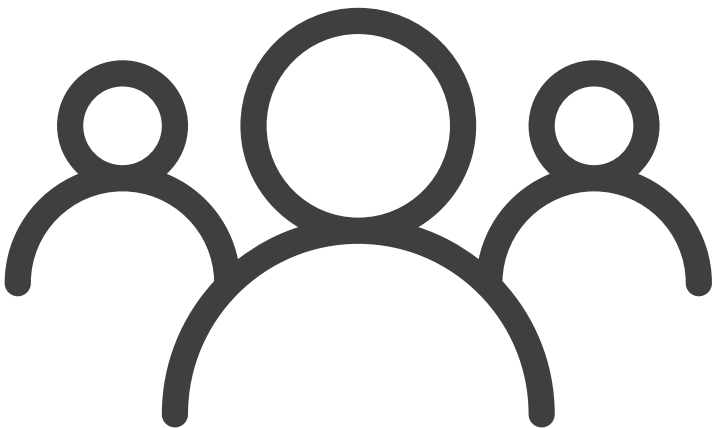
The **VIA Character Strengths Survey** is a free scientific based survey to help people discover their character strengths.

www.viacharacter.org

Finding your tribe, connecting with others

Portfolio careers are different to traditional ways of working. Knowing where to start and what opportunities are out there can be challenging. You don't know what you don't know – so how do you find out? By connecting with others and finding your tribe.

- Seek out and get involved in different forums aligned to what you are interested in (e.g. AHP forum, Advanced Practice forum)
- Put yourself into the spaces where you are interested – go to talks, seminars, conferences (virtual and in-person)
- Embrace 1-2-1 conversations with people to understand what their job is, how they got to where they are, be curious and open minded
- Look for networking opportunities to meet others
- Use social media to connect beyond your local network and professional field – learn from outside of healthcare (Twitter, LinkedIn)
- Offering to help others is a great way to build your network
- Engaging with a university can help you to understand and progress research opportunities



Having a support network will help you scope out opportunities for your portfolio career and will provide a sense of balance and confidence as you work across your various roles.

Thank you to all those who have contributed to this guide.

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BNSSG Training Hub

The BNSSG Training Hub provides workforce development support, training and education to people working in primary, community and social care in Bristol, North Somerset & South Gloucestershire.



<https://www.bnssgtraininghub.com>



bnssg.training.hub@nhs.net



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