



Health Referent – Critical Care

Candidate Information Pack

May 2021

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Introduction



This is an exciting time to join UK-Med. We have expanded significantly over the last few years, and have an ambitious strategy in place for growth. Our new Health Director will play a key role in delivering this strategy, and developing of future strategy.

The world is experiencing an unprecedented level of humanitarian need. Natural disasters, disease outbreaks and conflict can hit at any time.

The people affected are often the poorest and most vulnerable and the health problems they experience post-disaster are long-lasting. We believe that they deserve the highest quality emergency healthcare. We seek to save lives, but also to build resilient health systems so that people can lead healthy lives in the future.

Our strategic objectives address four main problems faced when providing emergency healthcare following a disaster:

- **Emergency response:** There are only a small number of international agencies and WHO verified Emergency Medical Teams capable of responding globally, at speed and scale, to spikes in need.
- **Providing expertise:** There are not enough medical and coordination staff as there are challenges recruiting, retaining and training the numbers required to meet growing need.
- **Raising standards:** The sector lacks consistency and consensus on training and accreditation for international health professionals.
- **Building resilience:** First response and continued support is most effective when provided by health professionals based within the country affected. Significant investment in training for staff is required to achieve this.

We are very excited about our plans to meet these challenges and to grow UK-Med and I hope you will join us on this exciting journey.

David Wightwick
UK-Med Chief Executive Officer

Advert

Role:	Health Referent – Critical Care
Pay:	£200 - £250 per day consultancy or equivalent salary rate
Hours:	Ad hoc work as required (anticipated to be 10-20 days per year, but will depend on programme needs)
Duration:	Open-ended
Location:	Home-working, with potential to undertake deployed overseas roles

Can you use your health expertise to shape our humanitarian health response?

UK-Med is a humanitarian NGO that has been responding to disasters for thirty years. We train medical teams, both in the UK and worldwide, so they are ready to respond when epidemics, conflict and natural disasters hit. When Ebola struck West Africa in 2014 we recruited and trained UK doctors and nurses who helped local medical teams and other NGOs to bring the outbreak under control. We are core partners, providing the clinical component of the UK Emergency Medical Team (UK EMT) in line with WHO standards.

We are seeking a small number of health professionals to join us as part-time Health Referents to build on the health expertise in our core team. Our core Health Team has significant expertise in humanitarian healthcare, and has always brought in additional expert support through consultancies when required. Following a period of significant growth, we are looking to bring specific expertise into the core team on an ongoing basis through a group of part-time Health Referents.

Our Health Referents will bring specific technical expertise in a variety of health fields to ensure that UK-Med's programme design and implementation remains in line with current best practice.

As a Health Referent, you will provide clinical / technical health expertise and advice, contributing to our work through:

- Advising and guiding our health teams in humanitarian contexts in their planning and work
- Helping in the design of SoPs, policies and guidance documents from your field of expertise
- Developing capacity building interventions (e.g. training sessions, online learning packages, coaching) to develop skills of UK-Med personnel and our partners (e.g. Ministry of Health staff, other NGOs)
- Helping to ensure we have the right people working in humanitarian responses by shaping role descriptions, person specifications, selection interview questions and model answers
- Working on programme design and proposal preparation for work linked to your expertise
- Contribution to quality assurance and after action reviews of health activities

Our ideal candidates will be highly skilled health professionals with significant experience of humanitarian health responses. You will be flexible enough to respond to urgent requests, and able to deliver against longer-term objectives, while working independently with minimal guidance.

We offer competitive remuneration and benefits along with a friendly working environment and the opportunity to make a real difference through your work.

How to apply

To apply, please complete the application process online [here](#). **Submit a current CV and supporting letter** (2 pages) that includes:

- A detailed explanation of your suitability for this post with **specific reference to the essential criteria** in the person specification.

Applications must be submitted online no later than **Thursday 20 May 2021**.

UK-Med is committed to the principles of diversity, equality, and inclusion. We strive to provide an inclusive and supportive environment where employees feel respected and supported to be able to fulfil their potential.

Please note, we are open to proposals to work from home – if proposing to work from outside the UK you will need to have no more than 2 hours' time difference to the UK. If proposing to work from the UK you must have an existing right to work in the UK.

About UK-Med

UK-Med (www.uk-med.org)

We train and deploy medical teams and specialists to save lives when epidemics, conflict and natural disasters hit. As disasters grow more frequent, severe and complex there has never been a greater need to respond quickly and effectively. We believe in a world prepared to help.

It started in 1988 with a team of eight Manchester clinicians led by our founder Tony Redmond, when a huge earthquake ripped through Armenia. Teams continued to deploy throughout the 1990's and 2000s, and when Ebola struck West Africa in 2014 UK-Med stepped up. We recruited and trained the one hundred and fifty UK clinicians who worked alongside local medical teams, other NGOs and DFID to bring the outbreak under control.

UK-Med has deployed teams to a range of countries and crises including Cape Verde, China, Gaza, Haiti, Bosnia and Herzegovina, Indonesia, Jordan, Kosovo, Pakistan, the Philippines, Sierra Leone and Bangladesh. Our teams have undertaken a range of work on deployment including general medical care, trauma and surgical care, outbreak response and training of local healthcare staff.

The UK EMT

The UK Emergency Medical Team (UK EMT) provides high quality emergency health care solutions in a range of humanitarian contexts on behalf of the UK Government. The programme is led by the Foreign, Commonwealth and Development Office (FCDO) and works under the guidelines of the WHO Classification and Minimum Standards for Medical Teams in sudden onset disasters. We recruit and train teams of UK-based clinicians, normally released for three weeks at a time by NHS employers. At any time, we have a team of sixty clinicians on call who are ready to respond to disasters anywhere in the world within twenty-four hours.

We can respond following earthquakes, cyclones, hurricanes, disease outbreaks or to other humanitarian contexts. Depending on the needs, we might deploy individual personnel, small clinical or advisory teams, self-sufficient primary care facilities or a field hospital including surgical team and inpatient facilities.

UK-Med Vision, Mission and Values

Vision

People affected by epidemics, conflict and natural disasters receive high-quality emergency medical care.

Mission

To provide high-quality essential health care in response to natural and man-made disasters.

Values:

Excellence – The emergency medical care and training we provide is of the highest standard, recognised by both the World Health Organisation and UK government.

Accountable – Our patients, colleagues, partners and donors are at the core of what we do.

Professional – We work to professional standards and interact in a professional manner.

Collaborative – We work with partners and other medical teams to ensure people affected by disasters receive the best possible care.

Effective – We work where the need is greatest, adapting our actions to the specific context.

Altruistic – Saving lives and alleviating suffering is our drive.

Job Description

Job Title	Health Referent – Critical Care
Reports to	Health Director / Senior Health Advisor
Duration	Open-ended
Hours	Ad hoc work as required
Place of work	Home-working
Purpose of role	
To provide expert clinical and technical input to the design and implementation of UK-Med and UK EMT health programmes	
Key responsibilities	
Supporting field teams	
1	Be an accessible source of technical advice to personnel working directly on responses
2	To prepare SoPs, template documents, training plans, presentation slides and other resources for use by field teams
Programme and proposal design and development	
3	To contribute to the design of health programming, defining relevant elements of health responses and contributing to overall design of health responses
4	To contribute to setting measurable objectives for health programming, bringing expert input to the design process
5	To contribute to proposals and bids as defined by core staff, potentially including technical discussions with representatives of donors, delivery partners, Ministries of Health and WHO as required
6	To design operational plans, SoPs for interventions (including clinical SoPs if appropriate) and other tools to support operational activities
Quality and standards	
7	To set quality standards in line with area of expertise for the overall work of UK-Med / UK EMT, including clear definitions of quality measures, monitoring process and timelines
8	To monitor and review quality of UK-Med / UK EMT activities and outputs in responses with regard to own area of expertise and where needed offer the services needed to drive change
Personnel	
9	To contribute to the design of role descriptions, person specifications and selection processes for technical health roles in responses
10	To support performance reviews and provide technical expertise to employee relations cases where technical performance is a factor

Field work – to be offered on occasion	
11	Wherever possible, to participate as a member of health assessment teams and advance teams for UK-Med and/or the UK EMT
12	To deploy with response teams as required, maintaining core Health Referent work where possible

Person Specification

Health Referent

Qualifications / Professional Memberships		
1	A degree in a medicine / BMBS	Essential
2	A higher degree in global health or other related discipline (or equivalent experience)	Essential
3	Currently licensed as a Medical Doctor with a relevant professional body	Essential
4	Additional relevant qualifications	Desirable
5	Registered specialist of consultant status or equivalent	Desirable
Knowledge, Skills and Experience		
6	Experience within emergency health response, global health development or humanitarian programming	Essential
7	Previous experience of managing, supervising or supporting health teams and programmes, ideally in humanitarian health settings	Essential
8	Experienced in writing and reviewing effective policies, protocols and standard operating procedures	Essential
9	Knowledge of the WHO Emergency Medical Teams initiative	Essential
10	Ability to organise work to meet deadlines, including urgent responsive work on demand and at short notice	Essential
11	Excellent communication skills and able to quickly build trust and rapport with a range of stakeholders	Essential
12	Excellent English language, written, spoken and comprehension	Essential
13	Experience of contributing to the development and delivery of staff development, training and capacity building	Essential
14	Sound understanding of relevant clinical roles and career pathways in both UK NHS and humanitarian sector	Desirable
15	French, Spanish or Arabic language skills	Desirable

Personal Attributes		
16	A positive and flexible problem solving approach	Essential
17	Willingness and ability to undertake travel within the UK and internationally	Desirable
18	Willingness to deploy overseas in humanitarian responses and to deliver capacity building	Desirable

UK-MED

Building a world
prepared to help