



UK-Med Register: Medical Doctor – General Practitioner

Candidate Information Pack

June 2022

Contents

2. Contents
3. The UK-Med Register
5. Introduction
6. Advert
7. How to Apply
8. About UK-Med
10. Job description
13. Person Specification
15. Key terms and benefit

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.

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:	General Practitioner
Hours:	Register (roster) role. If deployed, work will be full-time
Salary:	Starting rate expected to be GBP808 - GBP929 per week (GBP3500 – GBP4025 per month)
Duration:	Various opportunities. All fixed term. Opportunity short term 4 - 6 weeks, up to 3 months or 12 months.
Location:	Ukraine (several locations)

This role is part of our Ukraine Programme and will be carried out within Ukraine. Applicants must have an existing right to enter Schengen Zone countries in order to transit to Ukraine e.g. citizenship/residence of a Schengen Zone country or an ETIAS eligible country. For further information on this, visit the link: <https://www.etiasvisa.com/etias-requirements>.

Are you a licensed medical doctor experienced in providing medical care in humanitarian settings?

UK-Med is a humanitarian INGO that has been responding to disasters and health emergencies for more than 20 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.

Our responses are staffed from our Register (roster) of surge responders. Register members undergo extensive training and vetting in advance, so they can be quickly deployed to where they are most needed. Register members who join a response team are offered a fixed-term contract for the response and paid in line with our globally benchmarked pay scales.

We are seeking for Medical Doctors with experience working in humanitarian contexts. You will be able to make yourself available to travel and work internationally at short notice for a minimum of 4-6 weeks (longer availability may be highly desirable).

Our ideal candidates will be fully licensed and experienced General Practitioner, who have significant experience working in Family Medicine providing medical care to patients with a wide range of medical conditions. You will be confident and capable in treatment of both adults and children, and able to perform a full range of clinical activities including diagnosis and treatment. You will have experience practicing medicine in low resource / humanitarian contexts.

You must hold a current medical license and able to demonstrate your current and unconditional membership of a suitable registering organisation. You must hold specific qualifications / professional registrations in General Medicine.

You will be determined, high performing, compassionate and collaborative, as well as being committed to learning and supporting others to learn. Language skills will be an advantage.

We offer excellent learning opportunities and occasional opportunities to work in international humanitarian responses, should you decide to join our Register at a later date.

At the same time UK-Med tries to provide feedback to applicants and share with them where they have fallen short in the competitive process, it may be very difficult to provide individual feedback. Especially looking at the large number of applications UK-Med receives and the multiple recruitments taking place at the same time, specifically during times of ongoing emergency surges.

How to apply

To apply, please complete the questions and submit your CV through our [Online Jobs Portal](#) no later than Friday 24 June. Potential interview date will be held between 27 June and 9 July.

UK-Med is committed to safeguarding of our personnel and beneficiaries and has a zero-tolerance approach to sexual exploitation and abuse. We conduct thorough vetting before any appointment is confirmed.

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.

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

Our Vision

A world where everyone has the healthcare they need when crises or disasters hit.

Our Mission

We save lives in emergencies.

When health services are overwhelmed, we get expert health staff to where they're needed fast.

We help communities prepare for future crises.

We Value:

Excellence

We set high standards for ourselves and the organisation. We strive to be outstanding in everything we do.

Determination

We have a can-do attitude and thrive on problem solving. No matter what the challenge, we explore all options so if there's a way we'll find it. We don't give up easily.

Compassion

We care about people. The health and wellbeing of our patients and our people is central to everything we do.

Learning

We believe in knowledge-sharing and giving people the means to develop their capabilities. We value learning and continual growth.

Collaboration

Working in partnership with stakeholders, communities and colleagues is key to the success of our work.

We respect the skills, knowledge and experience of those we work with and take care to listen and adapt to changes in need.

Job Description

Job Title	UK-Med Register – Medical Doctor – General Practitioner
Place of work	Work is not guaranteed, but joining the Register is an essential prerequisite for being offered roles in UK-Med response teams. Work can be commissioned anywhere in the world depending on need.
Purpose of role	
To provide quality clinical care in the field of general medical practice and support the capacity building of health systems.	
Key responsibilities	
Clinical practice	
1	Provide clinical care to patients in line with best practice and evidenced treatment pathways.
2	Ensure consistent standards of care in all areas of holistic case management, including the provision of appropriate treatment, medication and nutrition.
3	Ensure emergency patients are stabilised and maintain physiological parameters in line with established international standards of care.
4	Assess patients, undertake diagnosis and plan effective treatment and care together with the other members of the emergency department team.
5	Provide excellent patient care and support and champion others to ensure excellent care is given throughout case management, protocol implementation and maintain compliance with all medical ethics.
6	Prescribe drug treatments as required and ensure safe and effective administration in line with established best practice and aligned with the agreed protocols of WHO, UK-Med and the relevant Ministry of Health (MoH).
7	Work with other members of the medical team to ensure effective implementation and adaptation of triage, screening and mass casualty protocols and train others in their implementation..
8	Where required, , line manage or supervise other clinical staff (international and/or national staff) in the completion of their duties to ensure the effective functioning of the emergency department and the provision of high quality care for all patients
9	Ensure that all necessary tools and guidelines in all relevant technical areas are available and being used effectively; where necessary design and deliver training programs to establish these practices and implementation.
10	Champion appropriate rehabilitation interventions in collaboration with the rehab specialists.
11	Implement protocols, policies and guidelines, as outlined by the local MoH and WHO / UKMED EMT and consistent with established best practices and global technical response standards.
12	Take necessary precautions to ensure staff and patient safety and promote infection prevention and control (IPC) in all treatment and care.

13	Provide any leadership and management to both UK-Med and Ministry of Health personnel to deliver the above as required.
	Support medical supply at project level, when required, if need to be involved in supply management tasks.
Expert advisory and capacity building	
14	To support the professional development of other personnel through delivery of training, coaching, reviews or other mechanisms as appropriate.
15	Design and develop training materials and other capacity building materials to develop local capacity.
16	Provide technical guidance for relevant departments, developing SOPs and tools as required.
Other essential health programming	
17	Work positively with colleagues in a multidisciplinary team, respecting the contribution and expertise of different professions and clinical specialisms.
18	Support both clinical and operational staff to ensure that any MHPSS / RCCE plan is delivered and implemented within the emergency department or points of entry within the medical facility.
19	Support surveillance systems within supported facility/facilities through daily data collection, if required.
20	Support the Medical Coordinator with the provision of information for weekly reports and project monitoring (Sitreps, MMR and others) and contribute/implement data management tools and recording (as per needs / request)
21	Support the development of sustainable program plans which lead to a stronger impact of field deployments.
22	Contribute to exit planning to ensure sustained benefits from UK-Med's work.
Other duties and responsibilities	
22	Recognise and work within the limits of competency.
23	To supervise or manage other personnel as required under the terms of reference for the specific assignment.
24	vetting, health screening and sanctions checks and provide truthful and complete information.
25	To represent UK-Med, the UK EMT and partners / donors in a professional and appropriate manner, upholding the good reputation of UK-Med and programmes you are associated with
Safeguarding	
26	Comply with and uphold UK-Med safeguarding policies (including child protection, prevention of sexual exploitation and abuse, bullying and harassment) and all Codes of Conduct.
27	Report all possible breaches of policy or Codes of Conduct through the appropriate channels in a timely fashion.
General duties	
28	Ensure and promote Equality, Diversity and Inclusion (EDI) in line with UK-Med's EDI Policy.

29	Comply with all financial and procurement policies and procedures, including those relating to anti-bribery, anti-terrorism, and anti-slavery.
30	Support UK-Med's environmental policies and procedures, taking personal responsibility for contributing to reducing negative environmental impacts.
31	Work within the security framework and subsequent rules and procedures put in place for the deployment depending on the context.
32	Comply with all reasonable requests for health checks, medical tests and to ensure that own vaccinations are up to date in line with UK-Med's vaccination schedule and provide evidence of vaccination status as required.
33	Undertake training and comply with vetting requirements (including CRB / police checks, referencing) appropriate to the role as specified by UK-Med.
34	Treat all people including colleagues, patients and other beneficiaries, volunteers, partner staff and the general public with respect and ensure their dignity in interactions with you and UK-Med.
35	Other tasks as might be required to ensure effective delivery of UK-Med / UK EMT deployments, projects and programmes of work.

Person Specification

Register role: GENERAL PRACTICIONER

Qualifications / Professional Memberships		
Q1	Full medical degree (e.g. BMBS, BMed, MD)	Essential
Q2	Fully licensed Medical Doctor, registered with an appropriate professional body	Essential
Q3	Specific qualifications / professional registrations in General Practice/Family Medicine or equivalent.	Essential
Q4	Qualification in public health, humanitarian & emergency response, international development.	Desirable
Knowledge, Skills and Experience		
S1	Significant experience working as a fully licensed Medical Doctor. (Expected to be at least 5 years of practice post qualification)	Essential
S2	Demonstrable expertise in emergency medicine & Public Health, including conducting the following clinical activities: Immediately treating any injuries, infections, or other conditions to stabilise patients; requesting medical tests for patients; creating and delivering treatment plans together with nursing teams; referring patients to appropriate specialists if/when required.	Essential
S3	Demonstrated experience of practicing emergency medicine & general medical practice in low resource environments and a demonstrable ability to adapt and practice in low resource environments.	Essential
S4	Strong understanding of humanitarian contexts and expected challenges, and a good understanding of typical patterns of injury/illness and effective medical interventions to be implemented in the critical days of a response period	Essential
S5	Excellent communication and interpersonal skills; able to communicate complex technical requirements and information in an accessible way	Essential
S6	IT proficiency, including MS Word, MS Excel, Email systems	Essential
S7	Demonstrate strong ability to train and build capacity of others	Essential
S8	Good standard of spoken and written language (equivalent to UN Level III) in English	Essential
Personal Attributes		
A1	Personal integrity and the highest standards of personal conduct	Essential
A2	Commitment to high performance, striving for excellence in all aspects of work	Essential

A3	Determined; working hard to get the job done and finding solutions to problems	Essential
A4	Compassionate; putting the health and wellbeing of patients and colleagues at the heart of all actions	Essential
A5	Collaborative; inclusive and respectful in all interactions with others, and an active and skilled communicator	Essential
A6	Committed to learning; continuously developing own skills, supporting the development of others and contributing to continuous improvement	Essential
A7	Able to work independently with limited supervision	Essential
Practical requirements		
P1	Will be practically available frequently enough, for long enough periods to deploy to diverse contexts	Essential
P2	Willing to commit time to and provide authorisation for vetting procedures, medical clearance, training and development and other readiness activities	Essential
UK-Med Core Competencies		
C1	Understands operating contexts, key stakeholders and practices affecting current and future humanitarian interventions	Essential
C2	Is accountable for own work and uses resources effectively to achieve lasting results	Essential
C3	Develops and maintains collaborative and coordinated relationships with colleagues, stakeholders and staff	Essential
C4	Operates safely and securely in pressured environments	Essential
C5	Adapts to pressure and change to operate effectively within humanitarian context	Essential
C6	Demonstrates humanitarian values and principles, and motivates others to achieve results in complex situations, independent of role, function or seniority	Essential

Key terms and benefits

Salary/rate of pay:	UK-Med salary scale grade 2 – Clinical and skilled technical roles (GBP808 - GBP929 per week plus paid holiday)
Working hours:	Full-time; you will be required to work the hours as are necessary for the proper discharge of the duties.
Annual Leave:	Pro rata of 33 days per year including public holidays (equivalent to 14.5% additional holiday pay if in contexts where holiday cannot be taken)
Safeguarding and sanctions:	To ensure the suitability for the role’s work with both adults and children, and/or work within regulated environments (CAA, MRHA) an assessment of suitability for this work will be completed which will include DBS / police checks. For work in some countries or funded by some donors we will also run a comprehensive sanctions / suitable person check. Suitability for this work is a condition of employment.
Health and medical:	Health clearance as ‘fit to deploy’ by our occupational health provider is an essential requirement for deployment in this role. You must complete courses of all required vaccinations to be cleared for deployment.
Professional requirements:	Current medical license is essential; other relevant memberships may be an advantage.
Term of contract:	Various opportunities. All fixed term. Opportunity short term 4 - 6 weeks, up to 3 months or 12 months

UK-MED

Building a world
prepared to help