



# HART Paramedic: UK-Med Ukraine Response

Candidate Information Pack

August 2022

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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.

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 people work together to:

- **Respond:** rapidly to emergencies, delivering the expertise needed to support local health services and save people's lives.
- **Prepare:** health staff through training and capacity building, enabling health services to be better prepared for emergencies.
- **Learn:** and share learning worldwide through our academic partners, ensuring patients get the best care.

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:	HART Paramedic
Hours:	Work will be full-time. Immediate start required, with a minimum of 6 weeks availability
Pay:	£3,300 to £3,500 per month based on experience
Duration:	Various opportunities. All fixed term. Opportunity short term from 6 weeks, long term until April 2023
Location:	Ukraine (several locations)

**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 (<https://www.etiasvisa.com/etias-requirements>).**

### **Are you an experienced HART (Hazardous Area Response Team) Paramedic skilled in coordinating responses to medical emergencies in hazardous zones?**

UK-Med is a humanitarian INGO that has been responding to disasters and health emergencies for more than 20 years. We are core partners, providing the clinical component of the UK Emergency Medical Team (UK EMT) in line with WHO standards.

We are seeking individuals to join our teams in Ukraine, to be available to deploy in a HART Paramedic role. You will be able to make yourself available to work in Ukraine immediately for 6 weeks (longer availability may be an advantage), supporting the health needs of internally displaced persons.

The Paramedic will be responsible to support the pre-hospital care within the remit of the Ukraine emergency response to conflict affected populations and their healthcare professionals. They will participate in strengthening local healthcare staff capability in pre-hospital care. They will work closely with the clinical team lead, medical doctors and nurses to support mobile clinics/surgical units, acting as patient transfer focal point (if required) and advancing local capacity. If required as per deployment and context, paramedic role could be involved in patient care activities, although not the primary focus of the role.

The HART Paramedic will manage multiple streams of work, acting as a technical resource to support activities related to the context, ensuring that best guidance and standards are available for training and capacity under the Paramedic scope of practice. Along with the doctors and nurses they will play a central role in building the local capacity of any field staff (i.e., Ministry of Health or other NGOs), in areas related to the response, through training delivery.

You will be determined, high performing, compassionate and collaborative, as well as being committed to learning and supporting others to learn. A thorough understanding of CBRN (Chemical, Biological, Radiological, Nuclear and Explosive) and Mass Casualty Situations is an essential, and language skills will be an advantage.

## How to apply

To apply, please complete the questions and submit your CV through our [Online Jobs Portal](#) as soon as possible.

Closing date deadline: **4<sup>th</sup> September 2022**

Interviews: potentially to be held in **w/c 19<sup>th</sup> September 2022**

*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](http://www.uk-med.org))

We're a charity and our medical teams respond to disasters around the world. We work with local emergency teams to build their resilience to future threats.

UK-Med has been responding to emergencies since 1988, when a team of eight Manchester clinicians led by our founder Prof. Tony Redmond, went to Armenia in aid of those who had been hit by a devastating earthquake. When Ebola hit West Africa in 2014, killing over 11,000 people, we recruited, trained and sent 150 NHS clinicians to work in treatment centres alongside local health workers to help bring the outbreak under control.

We have deployed clinicians following numerous large-scale natural and manmade disasters, treating patients in emergencies in Armenia, Iran, China, Haiti, Nepal, Cape Verde Islands, Sierra Leone, Bangladesh, the Philippines, Gaza, Samoa, the Kurdish refugee crisis and the Siege of Sarajevo. We have delivered training to thousands of healthcare workers in local and regional medical teams in Sierra Leone, South Sudan, China, Malawi, Myanmar, Armenia and Uganda.

Our core staff team of around 30 provides programme management and technical health expertise, logistics, fundraising and communications, finance, HR and administrative support. Our humanitarian responses are staffed by our membership - a combination of volunteers seconded from NHS employers and experienced NGO workers hired on a contingent basis for specific responses. Currently we have a membership of around 1000 people (mostly healthcare professionals and experienced NGO support staff) who have been through selection procedures, vetting and induction/training.

### The UK EMT

We are a partner in the UK Emergency Medical Team (UK EMT), the front line of the UK government's response to a humanitarian crisis overseas, funded by the Foreign, Commonwealth and Development Office (FCDO).

We prepare rapid deployment teams ready to respond to various health emergencies 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 or full self-sufficient treatment centres.

The EMT network is driven by the World Health Organisation (WHO) and ensures that teams that respond following disasters are well trained, self-sufficient and have the skills and equipment to respond effectively rather than imposing a burden on the national system.

## 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 change.

# Job Description

<b>Job Title</b>	HART Paramedic (Hazardous Area Response Team)
<b>Place of work</b>	Ukraine
<b>Purpose of role</b>	
To provide assessment and training and/or capacity building to Ukraine Emergency Response (various settings/areas in the country, including within a hazardous environment (HART)), in order to provide the most appropriate support for conflict-affected populations. To provide paramedic/pre-hospital care, when require according to mission and response needs.	
<b>Key responsibilities</b>	
<b>Expert advisory and Capacity building</b>	
1	Support the professional development of other personnel through delivery of training, coaching, reviews or other mechanisms deemed needed for continuity of activities as per MedCo/team leader feedback, particularly in areas of relevant sub-specialty (e.g., HART, CBRN, etc)
2	Review and develop technical materials, tools, guidelines and documents (as per local needs), related to paramedic activities (e.g., standard protocols and procedures, training packages), as per deployment request adapting where appropriate.
3	Provide technical assistance to the MoH and other agencies/organisations, making sure that the provision of practical recommendations can be realistically implemented.
4	Participate in rapid appraisals of pre-hospital facilities and pathways if requested and report on the levels of implementation that may be required in response planning.
5	Build local capacity of the MoH field staff in areas related to the response activities.
6	Perform ad hoc duties, as assigned by the clinical team lead.
7	Participate in the preparation of any agreed team weekly report (Sitrep) and Medical monthly reporting. Contribute to donor proposals donor and internal reports as requested.
8	Prepare an end of deployment report with a summary of activities and recommendations for replacement position/upon medical lead request.
<b>Clinical practice (if requested as per mission needs)</b>	
9	Ensure the quality of care provided to patients, with best-practice clinical case management and the strict implementation of SOPs and treatment guidelines, if requested for clinical work.
10	Support definition of referral pathways maintaining up to date knowledge of contextual challenges, if requested by Medical Lead.
11	Analyse and report on existing available patient data and undertake good patient record management and support the data management process (patient confidentiality; adherence to the data protection laws within the country context, if involved in clinical case management).
12	Advocate for optimal care and outcomes for all patients, bearing in mind safeguarding protocols.



## Other role duties and responsibilities

13	To Supervise or manage other personnel as required under the terms of reference for the specific assignment (context and deployment dependent).
14	To comply with Codes of Conduct and uphold the values, standards and policies of UK-Med and the UK EMT, including those relating to safety and security, safeguarding and clinical / professional standards and practice
15	To comply with all reasonable requests for vetting, health screening and sanctions checks and provide truthful and complete information
16	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, if requested.
17	To undertake work outside of your core role as requested to support the success of the response
18	Develop and maintain appropriate communication with the team and other relevant stakeholders.
19	Liaise with Emergency Working groups & other relevant humanitarian actors for collaboration and partnership to strengthen local capacity in the field, as per request.

## General duties

20	To ensure and promote Equality, Diversity and Inclusion (EDI) in line with UK-Med's EDI Policy.
21	Comply with all financial and procurement policies and procedures, including those relating to anti-bribery, anti-terrorism, and anti-slavery.
22	Support UK-Med's environmental policies and procedures, taking personal responsibility for contributing to reducing negative environmental impacts.
23	Undertake training and comply with vetting requirements (including CRB / police checks, referencing) appropriate to the role as specified by UK-Med.
24	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.
25	Other tasks as might be required to ensure effective delivery of UK-Med / READY / projects and programmes of work.

# Person Specification

## HART Paramedic

<b>Qualifications / Professional Memberships</b>		
Q1	Health and Care Professionals Council (HPCP) registration or equivalent national registering body	Essential
Q2	Approved qualification in paramedic science is mandatory or equivalent qualification/degree	Essential
Q3	Teaching experience/qualification / ToT certification / Mentoring Course	Desirable
Q4	PHTLS Course	Desirable
Q5	ATLS Course	Desirable
Q6	MIMMS - Major Incident Medical Management and Support course	Desirable
Q7	PHPLS – Pre-Hospital Paediatric Life Support course	Desirable
<b>Knowledge, Skills and Experience</b>		
S1	3 years post-registration clinical work experience	Essential
S2	Previous Hazardous Area Response Team (HART) and/or Special Operations Response Team (SORT) experience	Essential
S3	Knowledge of Hazardous material (HAZMAT) and/or Chemical, Biological, Radiological, Nuclear (CBRN) release & management of such incidents	Essential
S4	Experience of HAZMAT and/or CBRN release	Essential
S5	Experience delivering care in a low-resource environment	Desirable
S6	Fluency in spoken and written English	Essential
S7	Additional languages, especially Ukrainian and/or Russian	Desirable
S8	Deployment in NGO/ humanitarian settings	Desirable
S9	Evidence of participating in training design and/or delivery	Desirable
S10	Experience working within conflict affected areas / “hot zones” (HART)	Desirable
S11	Experience in providing clinical supervision (individual and group setting)	Desirable
S12	Excellent communication and interpersonal skills; able to communicate complex technical requirements and information in a simple way	Essential
<b>Personal Attributes</b>		

A1	Understanding of the moral and legal implications of humanitarian work	Essential
A2	Strong understanding of Safeguarding and its importance in health	Essential
A3	Able to communicate effectively with all members of a multi-disciplinary team	Essential
A4	Medically fit for the context with a good understanding of the demands of a deployment	Essential
A5	Experience of working within a variety of team settings and willingness to work flexible as per the demands of the deployment	Essential
A6	Commitment to UK-Med's humanitarian mandate	Essential

## UK-Med Core Humanitarian 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

## Practical requirements

P1	Willingness to travel in Ukraine to the various field offices	Essential
P2	Willingness to work some weekends and evenings to contribute programme delivery and organisational priorities.	Essential

## Key terms and benefits

<b>Salary:</b>	£3,300 to £3,500 per month, based on experience
<b>Working hours:</b>	Full-time; you will be required to work the hours as are necessary for the proper discharge of the duties.
<b>Annual Leave:</b>	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)
<b>Safeguarding and sanctions:</b>	<p>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.</p> <p>Suitability for this work is a condition of employment.</p>
<b>Health and medical:</b>	<p>Health clearance as 'fit to deploy' by our occupational health provider is an essential requirement for deployment in this role.</p> <p>You must complete course of all required vaccinations to be cleared for deployment.</p>
<b>Professional requirements:</b>	Membership of professional bodies is an advantage
<b>Term of contract:</b>	Various opportunities. All fixed term. Opportunity short term 6 weeks, long term up to April 2023

# UK-MED

Building a world  
prepared to help