



UK-Med Register: Pharmacist

Candidate Information Pack

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The UK-Med Register

UK-Med is a frontline medical aid INGO. We've been working for over 20 years towards a world where everyone has the healthcare they need when crises or disasters hit. We're on-call to get to disaster zones at 24 hours' notice and save lives.

With crises becoming more frequent and severe, we also help communities get ready for future emergencies and we make sure that what we learn is shared, so people across the world can get the best care.

UK-Med responds to sudden onset disasters, disease outbreaks and other exceptional pressure on health systems by deploying surge health teams to provide extra clinical capacity and expertise. We both directly provide healthcare and undertake capacity building of local health systems and personnel.

We maintain a small core staff team who design, and develop our response capabilities, but the majority of people who deliver our services in the field come from our Register.

Our Register includes around 1000 professionals from across the world including doctors, nurses, other health professionals and humanitarian professionals.

Our commitment

We maintain a large Register to ensure that we can fill all roles required in the event of a major disaster. This means that in most years, most members of the UK-Med Register will not be offered any opportunity to join a response.

When personnel are needed for a response, we will build our response team from our Register and core staff team – around 90% of personnel in our responses are Register members. We will take account of skills, competencies, availability, and readiness (whether all vetting has been completed) in deciding who to invite to join a team – this is always defined by delivering the best possible health outcomes for our patients.

Being offered a place on the UK-Med Register is not an offer of a job. Opportunities with UK-Med are very unlikely to come up frequently enough to provide a regular income, and you will need to plan to have other work that is flexible enough to allow you to join UK-Med responses as required. This means that the UK-Med Register is not suitable for everyone.

The UK-Med Register provides personnel both for UK-Med independent responses and for responses of the UK Emergency Medical Team which deploys on behalf of the UK Government.

Our requirements

To be part of our Register you will need the following:

- **Deployability** - you will be ready, willing, and available to deploy internationally, potentially at short notice, and stay for 6 weeks or more. You don't have to be deployable every day of the year, but you will need to be able to respond for a significant proportion of the year. A special arrangement exists for UK NHS staff, under which people can be released from their job to be deployed for three weeks at a time.

- Clinical and/or professional expertise – you must already be established in your profession to be able to meet the demands of the roles and contexts you will be in during our responses. The expertise and skills requirements are included in the person specification – if you do not meet these please don't apply.
- Humanitarian competencies – UK-Med has defined a set of core humanitarian competencies that are required for all Register members. If you are an experienced humanitarian, you will be expected to demonstrate these through real examples from your previous work or volunteering. If you are a skilled clinician with limited or no humanitarian experience, you will be expected to display these competencies through our selection training activities.
- Suitability – We expect all Register members to have the highest standards of personal and professional conduct, and to share our commitment to Safeguarding and Equality, Diversity, and Inclusion. We undertake extensive vetting to make sure that candidates meet our high standards of conduct. We also require all Register members to complete medical assessments to ensure that they are medically fit for deployment in our responses.

Introduction



Everyone should get the healthcare they need when disasters hit. Right now, millions don't. We need your help to change that.

Born of the UK National Health Service, for 20 years UK-Med has been saving lives in emergencies. When health services are overwhelmed, we get expert health staff where they're needed fast. We help communities prepare for future crisis.

Disease outbreaks, the climate emergency and conflict are hurting millions of people each year. And that number is growing. It's a global health emergency that affects us all, but the poorest are the hardest hit. That's why we need your help to provide outstanding WASH support to our humanitarian responses and capacity building deployments.

The WASH professionals in our Register are vital to allow UK-Med 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.

This is an exciting time to join the UK-Med Register. We have expanded significantly over the last few years and have an ambitious strategy in place for growth.

Join the UK-Med Register and help us create a world prepared to help.

David Wightwick

UK-Med Chief Executive Officer

Advert

Role:	Pharmacist
Hours:	Register role, so no guarantee of work. If deployed, work will be full-time
Salary:	If deployed, starting rate expected to be GBP808 - GBP929 per week (GBP3500 – GBP4025 per month)
Location:	Able to travel internationally at short notice

Are you a qualified Pharmacist with knowledge of the distribution of medicinal products and an interest in working to support emergency humanitarian response?

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 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 up to 20 new people to join our Register to be available to deploy in Pharmacist roles. You will be able to make yourself available to travel and work internationally at short notice for 4-6 weeks at a time (longer availability may be an advantage).

Our ideal candidates will be experienced humanitarian Pharmacists with a strong understanding of the pharmaceutical supply chain who understand what it takes to set up a pharmacy store and dispensing system in a new context. UK-Med surges health teams and temporary health facilities into humanitarian contexts anywhere in the world. Our pharmacists need to be able to set up and run a comprehensive pharmacy system in temporary health facilities ranging from outbreak treatment centres to field hospitals.

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.

How to apply

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

This vacancy will close as soon as we have received enough strong applications. Please apply as soon as possible, and no later than **Friday 06 January 2023**

The questions you will be asked to answer are:

- How many years of experience do you have in humanitarian Pharmacist roles?
- Please describe any experience you have of managing Pharmacy in health facilities in low resource environments (150 words maximum)
- Please describe any experience you have of stock and warehouse management (150 words maximum)
- Please explain how you plan to be available for deployment with UK-Med i.e., what are your commitments e.g., work, family and how can you be confident that you can leave these at short notice? (150 words maximum)

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 – Pharmacist
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 pharmaceutical management, technical advice, support, and training capacity to UK-Med health response teams.	
Key responsibilities	
Technical	
1	Working closely with UK-Med’s medical logisticians, develop systems for strengthening pharmaceutical supply chain management. To include implementing minimum standards for storage, cold chain storage, export/import, distribution and resupply during deployment, medicines management within healthcare facilities, healthcare waste management, controlled drug management.
2	Provide technical guidance to the health and logistics team on medication management.
3	Coordinate with the health team to assess pharmacy needs of mobile clinics and health teams and prepare and equip teams accordingly.
4	Oversee and manage any medication adverse or near miss events including reporting in-line with policy.
5	Provide input as required into adapting SOPs relating to medication management and the pharmacy supply chain needs to the country context.
6	Provide oversight and management of the Pharmaceutical Store ensuring that regular stock checks and stock management plans are in place.
7	At the end of a deployment, lead on donation or safe disposal of any remaining medications liaising with the health and WASH/logistics teams as necessary.
8	Contribute to monitoring, evaluation, accountability and learning activities to improve both real-time and future response activities.
9	Prepare reports on any field visits to healthcare facilities, central pharmacy stores etc.
10	Participate in the preparation of any agreed team weekly report.
Leadership, management, and supervision	
11	Advise on any pharmacy related recruitment needs within a response and support recruitment processes as required.

12	Responsible for coordinating all pharmaceutical activities in the health facility
13	Responsible for line management of any pharmacy personnel according to UK-Med HR processes and procedures; including performance management, and where necessary discipline, grievance, safeguarding or other HR procedures.
14	As a manager, ensure that UK-Med's culture and values are promoted, and that UK-Med is a positive, inclusive, and safe organisation to work for
Expert advisory and capacity building	
15	To support the professional development of other personnel through delivery of training, coaching, reviews, or other mechanisms as appropriate.
16	Design and develop training materials and other capacity building materials to develop local capacity in line with programme objectives.
Safeguarding	
17	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.
18	Report all possible breaches of policy or Codes of Conduct through the appropriate channels in a timely fashion.
General duties	
19	To ensure and promote Equality, Diversity, and Inclusion (EDI) in line with UK-Med's EDI Policy.
20	Comply with all financial and procurement policies and procedures, including those relating to anti-bribery, anti-terrorism, and anti-slavery.
21	Support UK-Med's environmental policies and procedures, taking personal responsibility for contributing to reducing negative environmental impacts.
22	Work within the security framework and subsequent rules and procedures put in place for the deployment depending on the context.
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 / UK EMT deployments, projects, and programmes of work.

Person Specification

Register role: Pharmacist

Qualifications / Professional Memberships		
Q1	Degree or diploma in pharmacy with membership of the GPhC (UK) or relevant national pharmacist registration.	Essential
Knowledge, Skills and Experience		
S1	Significant experience of working as a humanitarian pharmacist (expected to be at least 1 year)	Essential
S2	Able to set up a pharmacy store and dispensing system that meets the needs of the context and staff team.	Essential
S3	Excellent technical knowledge relating to the quality assurance, good distribution, and storage practices of pharmaceutical products in humanitarian responses	Essential
S4	Skills and experience sufficient to operate as a stand-alone pharmacy professional covering all pharmaceutical activity in a health facility	Essential
S5	Awareness of the WHO Essential Medicines (Formulary) and National Drug Policies	Essential
S5	Experience of managing and supervising other people to achieve high standards of work and staff satisfaction	Essential
S6	Excellent communication (oral and written) and interpersonal skills; able to communicate with a wide range of different people and function in a working environment with diversity of cultures, languages, personal interests, and agendas.	Essential
S7	Strong critical thinking, analytical and problem-solving skills with attention to detail.	Essential
S8	Good standard of spoken and written language (equivalent to UN Level III) in English	Essential
S9	Proficiency in a 2nd language, such as Spanish, French, or Arabic	Desirable
S10	Experience of working in insecure environments.	Desirable
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 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 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

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:	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:	Registration with the GPhC (UK) or equivalent.
Term of contract:	Register members who deploy will be offered fixed-term contracts. The duration will depend on the requirements of the response, but most responses are between 4 and 12 weeks.

UK-MED

Building a world
prepared to help