



Health Referent – Rehabilitation

Candidate Information Pack

April 2023

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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 medical aid. We seek to save lives, but also to build resilient health systems so that people can lead healthy lives in the future.

At UK-Med, we 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.

This is a pivotal time in our history to join UK-Med. At the end of February 2022, we received the first of many calls asking for help with the crisis in Ukraine. We now have programmes across Ukraine including surgical support, health clinics, and emergency preparedness training. More than 20,000 people have already received direct support or training from UK-Med as a result.

In June 2022, we were awarded EMT (Emergency Medical Team) status by the World Health Organization. A month later, we were formally appointed to provide EMT services for the UK government. As such we are at the front line of the Foreign, Commonwealth and Development Office's response to humanitarian crisis and can also respond to any crisis, anywhere in the world, under our own banner.

We are very excited about our plans and hope you will join us on this extraordinary journey.

David Wightwick

UK-Med Chief Executive Officer

Advert

Role:	Health Referent – Rehabilitation
Hours:	Part-time, 40% of full-time (equivalent to 2 days per week)
Remuneration:	Pro rata of up to GBP£40,000 gross annual (dependent on experience, qualifications, and registrations)
Duration:	Open – ended
Location:	Hybrid working with potential travel for deployment to any of the UK-Med responses

Can you use your experience as a rehabilitation professional to strengthen our rehabilitation capabilities in global response activities?

UK-Med is a frontline medical aid charity. Born of the NHS, we've been working for over 30 years towards a world where everyone has the healthcare they need when crises or disasters hit. Rehabilitation has a unique role in disaster response. We are excited to be strengthening and expanding our rehabilitation capabilities in global response activities. We aim to be a leader in the field of rehabilitation in global response activities.

To support this innovative growth and development, we are seeking a rehabilitation health professional to join us as a part-time Health Referent. Our core Health Team has significant expertise in humanitarian healthcare and has always brought in additional expert support through consultancies when required. Our Health Referents bring specific technical expertise in a variety to 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 design Sops', policies, and guidance documents for 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 a 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 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 submit a **current CV and a supporting letter** (1-2 page) 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 through our [online jobs portal](#) no later than **Friday 5th of May 2023**.

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 multidisciplinary 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. 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, rehabilitation, 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. 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, rehabilitation specialist teams, or a field hospital including surgical team, rehabilitation, 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: Rehabilitation
Reports to	Senior Health Advisor (Rehabilitation)
Duration	Open – ended
Hours	Part-time, 40% of full-time (equivalent to 2 days per week)
Place of work	Hybrid working with potential travel for deployment to any of the UK-Med responses

Purpose of role

To provide expert clinical and technical input in the area of rehabilitation, with an emphasis on global responses, outbreak, and accessibility for vulnerable populations – including supporting the strengthening of UK-Med’s humanitarian health responses, trainings, and projects.

Key responsibilities

Supporting rehabilitation services in the field and during an EMT response

1	Be an accessible source, provide rehabilitation technical advice to teams, and provide clinical support to rehabilitation members working directly on responses.
2	Provide rehabilitation technical advice and clinical support to partner staff and local healthcare workers.
3	To support the development of rehabilitation standard operating procedures, role descriptions for deployed specialists, MEAL mechanisms for rehabilitation, clinical documentation, resource libraries, and other tools to support rehabilitation activities.
4	Contribute to the following for global response and field activities (may be remotely or via deployment to the field as deemed necessary): rehabilitation-centred needs assessment, establishment of referral pathways, provision of rehabilitation treatment services, building community working relationships and partnerships, implementing mechanisms to increase accessibility, design and implement service pathways for vulnerable populations (e.g., persons with disabilities), contribute to reporting, and facilitate training and capacity building including remote clinical support.
5	Contribute to media communications, publications, and research to promote rehabilitation in responses, as mutually agreed with line manager.

Strengthening rehabilitation response capability for outbreaks

6	Contribute to the development and delivery of a comprehensive training pathway to equip rehabilitation members and rehabilitation workers with knowledge, skills, and abilities in providing rehabilitation services in outbreak responses (e.g., measles, acute respiratory infections, viral haemorrhagic fevers, etc.)
7	Strengthen UK-MED’s register members’ readiness for providing rehabilitation services during an outbreak response by contributing to the recruitment of skilled members, development of

	standard operation procedures, and development and delivery of training and capacity building activities.
8	Contribute to the development and implementation of a MEAL (monitoring, evaluation, accountability, and learning) framework for rehabilitation in outbreaks.
9	Provide clinical support for rehabilitation members and partner staff during an outbreak response, if/when required and agreed with line manager.
Contributing to the design of UK-Med activities to centre accessibility for vulnerable populations	
10	Support a strategic approach for centring the needs of vulnerable populations in global responses (including but not limited to people with disabilities, members of the LGBTQIA+ community, women, ethnic minority groups, people with overwhelming effects from stress and acute traumatic experiences, people with chronic mental health conditions, etc.)
11	Promote the engagement of community organizations (e.g., Organizations of Persons with Disabilities (OPDs), LGBTQ+ organizations, mental health organizations, etc.) in global responses, programming planning, and capacity building.
12	From a disability inclusion perspective, promote the accessibility of materials used for rehabilitation assessment and treatment, rehabilitation promotion, training, etc.
General duties	
13	To 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 and to report all possible breaches of policy or Codes of Conduct through the appropriate channels in a timely fashion.
14	To ensure and promote Equality, Diversity and Inclusion (EDI) in line with UK-Med's EDI Policy.
15	To comply with all financial and procurement policies and procedures, including those relating to anti-bribery, anti-terrorism, and anti-slavery.
16	To support UK-Med's environmental policies and procedures, taking personal responsibility for contributing to reducing negative environmental impacts.
17	To comply with all health and safety policies and procedures
18	To undertake training and comply with vetting and health requirements (including CRB / police checks, referencing, health screening and vaccination requirements) appropriate to the role as specified by UK-Med.
19	To 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.
20	Other tasks as might be required to ensure effective delivery of UK-Med deployments, projects and programmes of work

Person Specification

Health Referent – Rehabilitation

Qualifications / Professional Memberships		
1	Qualified Rehabilitation Professional (Physiotherapy, Occupational Therapy, or other)	Essential
2	Additional qualifications / professional memberships / training in relevant clinical disciplines and/or humanitarian field	Essential
Knowledge, Skills, and Experience		
3	Significant professional experience with rehabilitation in humanitarian contexts, emergency/disaster response, respiratory/chest therapy, and/or outbreak	Essential
4	Experience of designing and delivering training, capacity building, and/or clinical supervision activities that are culturally and contextually relevant in humanitarian settings	Essential
5	Experience with designing activities, trainings, and services in ways that promote accessibility for vulnerable populations (e.g., in an organization, for the delivery of rehabilitation services, during a disaster response, etc.)	Essential
6	Experience with integrating a psychological trauma-informed approach into rehabilitation services and training and capacity building activities	Desirable
7	Experience with designing and implementing a MEAL (monitoring, evaluation, accountability, and learning) framework for rehabilitation	Essential
8	Understanding of and commitment to best practice in relation to safeguarding, protection, health and safety and equality	Essential
9	Proficient in English Language, written and spoken	Essential
10	Proficiency in a 2nd language, such as French, Spanish, Portuguese or Arabic	Desirable
Personal Attributes		
11	Flexible and adaptable with the ability to respond to changing situations	Essential
12	Personal commitment to embodying values of health justice	Essential
13	Collaborative and an excellent team worker, skilled in working across and within trans-disciplinary and multi-cultural teams	Essential
14	Self-motivated and able to work with minimal supervision.	Essential

15	Contributes to creating a psychologically safe environment for all, with specific sensitivity to matters concerning culture, gender, physical and cognitive ability, religion, race and nationality.	Essential
16	Works independently within area of responsibility and knows when to involve others	Essential
17	Applies technical and professional expertise to the highest standards	Essential
18	Able to prioritise workload and manage competing deadlines.	Essential
19	Willingness and suitability to deploy into humanitarian emergencies with UK-Med	Essential
20	Willing to comply with and able to pass medical and safeguarding checks required to ensure suitability for deployment	Essential
21	Willingness to work some weekends and evenings as required	Essential

Key terms and benefits

Salary:	Pro rata of up to GBP£40,000 gross annual dependent on qualifications and experience
Working hours:	Part-time, 40% of full-time (equivalent to 2 days per week)
Deployment:	You may be required to spend time in various locations for our international programmes of work. You must be fit to deploy and agree to undertake medical assessments to confirm this fitness.
Safeguarding:	To follow UK-Med safeguarding practices as required within the role.
Professional requirements:	Current registration to practice, as per original degree.
Term of contract:	Open ended

UK-MED

Building a world
prepared to help