



# Senior Health Advisor (Disaster and Conflict Response)

Candidate Information Pack

June 2023

---

[uk-med.org](http://uk-med.org)

## Contents

2. Contents
3. Introduction
4. Advert
6. About UK-Med
8. Job description
10. Person Specification
12. Key terms and benefits

## Introduction



The world is experiencing an unprecedented level of humanitarian need. Natural disasters, disease outbreaks and conflict can hit at any time – and they're increasingly frequent, complex and severe.

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. Our medical teams respond to disasters around the world and we work with local emergency medical teams to build their resilience to future threats.

Our main areas of work address key 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. We prepare emergency medical teams who are ready to respond from the UK to emergencies anywhere in the world.
- **Providing expertise and raising standards:** There are not enough medical and coordination staff as there are challenges recruiting, retaining and training the numbers required to meet growing need. The sector lacks consistency and consensus on training and accreditation for international health professionals. We work with academic bodies to apply research to humanitarian responses and support clearer career pathways for humanitarian health workers – ensuring people affected by disasters receive the highest quality care.
- **Building resilience:** Although there is an increasing need for international response, first response and continued support is most effective when provided by health professionals based within the country affected. We support training of healthcare workers and medical teams in countries at high risk, or suffering the legacy, of disease outbreaks, conflict or natural disasters.

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. 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:     | Senior Health Advisor (Disaster and Conflict Response)  |
| Salary:   | £40,000 - £45,000 Annual Gross  |
| Hours:    | Full-time   |
| Duration: | Permanent contract  |
| Location: | UK-Med Office, Manchester, UK [RV1] (Hybrid Working) or remote working options within +/-2 hours of UK Time |

**We are seeking a Medical Doctor, with expertise and experience in humanitarian responses, conflict and disaster medicine, to provide expert technical input and leadership across our humanitarian health programming.**

UK-Med is an NGO providing emergency health support in times of crisis and humanitarian emergencies. We provide clinical support, as well as training and capacity building for health professionals around the world, with particular focus on countries vulnerable to natural disasters, outbreaks or with weakened health systems due to complex emergencies. As a key partner of the UK Emergency Medical Team (UK EMT), we work closely with FCDO and the WHO, but we are also growing our own programmes. Our work has never been more vital, with disease outbreaks and disasters becoming more frequent, complex and severe.

Following a period of significant growth we are seeking a medical doctor to join our team in this pivotal role. Our portfolio of emergency health programmes continues to grow at pace, with current or recent projects in countries including Ukraine, Afghanistan, Malawi, Myanmar and Lebanon. Projects include outbreak response, health worker capacity building, trauma and surgical care and health systems strengthening.

The successful candidate will have significant experience in the area of emergency response and disaster medicine, ideally including migration and conflict contexts. You will be able to apply your expertise to developing strategy at an HQ level, designing health responses and capacity building programmes as well as contributing to grant proposals. You will be willing and able to deploy overseas with our responses, providing leadership to health teams and liaising closely with Ministries of Health, WHO and other external partners.

We offer a competitive salary and benefits along with a friendly working environment and the opportunity to make a real difference through humanitarian work. UK-Med is a growing and developing organisation with a committed team of staff, volunteers and members.

## How to apply

To apply, please submit a **current CV and a supporting letter** (no more than 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 through our [online jobs portal](#) no later than **23<sup>rd</sup> of June 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](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.

### 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 Department for International Development.

We prepare teams of up to sixty clinicians 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.

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

### 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:

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

**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.

**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

|                      |  |
|----------------------|--|
| <b>Job Title</b>     | Senior Health Advisor - Disaster and Conflict Response   |
| <b>Reports to</b>    | Health Director  |
| <b>Duration</b>      | Permanent contract   |
| <b>Hours</b>         | Full-time  |
| <b>Place of work</b> | Place of residence, UK related travel as defined by organizational priorities and in Coordination with Health Director |

### Purpose of role

Provide expert health insight at HQ and support to UK-Med's humanitarian health responses, with a particular focus on emergency surge responses in disasters and conflict and/or as a fully Verified WHO EMT or the UK EMT

### Key responsibilities

#### Strategic advice

|   |   |
|---|---|
| 1 | Deliver on UK-Med's current strategy and approach to health in Disaster and Conflict Response as well as Emergency Preparedness in complex humanitarian emergencies, helping to drive the achievement of international standards  |
| 2 | Identify funding opportunities and/or partnerships and also support the development of project proposals to grow UK-Med's portfolio in these areas of response  |
| 3 | Build upon existing and future relationships and strategic partnership in current & future countries of operation with key health authorities, personnel and relevant national and international stakeholders that will support the implementation of our projects, delivery of technically sounds activities and reaching defined objectives |
| 4 | Ensure successful strategic planning, and the production of meaningful knowledge management products to demonstrate UK-Med's engagement and leadership in the field, as well as our continued engagement as an independently Verified EMT and the main delivery agency of the UK EMT  |
| 5 | Where deemed relevant by reporting line management, represent UK-Med at relevant International and National fora with different levels of stakeholders and institutions   |

#### Operations and programming

|   |  |
|---|--|
| 6 | Provide technical assistance and oversight for the design, delivery and implementation of UK-Med's projects around the world, especially those related to disaster, conflict and/or EMT deployments  |
| 7 | Develop relevant SOPs and Response guidelines and protocols for all-hazards approach – such as mass population displacements, natural and man-made disasters, conflicts, etc. as well as supporting these being adapted at country level where required        |
| 8 | Ensure that documents are in place for rapid health response elements (e.g. role descriptions for clinicians, standard operating procedures, clinical governance) to ensure surge capabilities, including EMT Type 1 responses as defined by the WHO Blue Book |



|                               |  |
|-------------------------------|--|
| 9                             | Support our deployed EMTs and country teams to adapt, contextualise and test protocols and procedures through sound technical leadership and oversight   |
| 10                            | Develop and implement training and capacity building activities for responses or ad-hoc programs in collaboration with the Learning and Capacity Building Department   |
| 11                            | Ensure that knowledge, skills and overall capacity of UK-Med health staff at HQ and country levels, as well as UK-Med partners, are developed through training, and best practice in coordination with Training team   |
| 12                            | In coordination with our partners or through the use of relevant monitoring tools, implement a monitoring process to ensure that the implementation and oversight of pending disasters and/or conflicts is in place and relevant departments being updated   |
| 13                            | Identify and support research opportunities, as appropriate, related to UK- work, in collaboration with academic partners and the SHA for Research   |
| 14                            | Contribute to the interviewing, selection and training of UK-Med's registers of clinical surge personnel as well as working with the HR team to ensure we always maintain the highest levels of clinical capability on our Register                          |
| 15                            | Work with the UK-Med communications teams to support the promotion of our work to internal and external audiences.   |
| <b>Reporting</b>              |  |
| 16                            | Produce targeted objectives, progress and reports as scheduled in collaboration with other members of the Health team, and other departments where required  |
| 17                            | Produce regular activity reports and updates in line with UK-Med policy and as required by external donors   |
| 18                            | Ensure lessons learned from program implementation are well documented and shared, including in blogs, journals, conferences and other appropriate venues in collaboration with reporting line   |
| 19                            | In coordination with the Health Director and other SHA's, produce high-quality reports and constant monitoring and evaluation to best exemplify our humanitarian programming and reach   |
| <b>International Response</b> |  |
| 20                            | Deploy overseas to humanitarian contexts as required. This may include undertaking assessments, initial set up of a response, clinical delivery, expert advice, clinical leadership, providing cover for team members and/or building strategic partnerships |
| 21                            | Provide high quality remote technical advice to response teams as appropriate  |

# Person Specification

## Senior Health Advisor (Disaster and Conflict Response)

| <b>Qualifications / Professional Memberships</b> |  |           |
|--|--|-----------|
| 1  | Qualified and licensed Medical Doctor  | Essential |
| 2  | Additional qualifications / professional memberships / training in relevant clinical disciplines and/or humanitarian field   | Desirable |
| <b>Knowledge, Skills and Experience</b>          |  |           |
| 3  | Significant professional experience (expected to be at least 5 years) in the areas of complex humanitarian emergencies, disaster medicine, or conflict/humanitarian response                   | Essential |
| 4  | Knowledge and experience in disaster prevention, disaster risk reduction and disaster management   | Essential |
| 5  | Experience of designing and delivering capacity building and training interventions  | Essential |
| 6  | Strong understanding of the health needs of disaster affected and/or displaced communities   | Essential |
| 7  | Experienced in building or maintaining partnerships, including experience working with Ministries of Health, UN/WHO, INGOs, and donors in the humanitarian field                               | Essential |
| 8  | Understanding of and a firm commitment to raising standards of patient care, with a strict adherence to best practices 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 |
| 11   | Experience of contributing to health programme design, grant proposals and donor reporting   | Desirable |
| <b>Personal Attributes</b>                       |  |           |
| 12   | Able to independently manage assignments and meet tight deadlines within a busy workload   | Essential |

|                               |  |           |
|-------------------------------|--|-----------|
| 13                            | Excellent interpersonal, representation and negotiation skills, with the ability to influence, build consensus and develop partnerships                  | Essential |
| 14                            | A skilled and decisive problem solver, able to prioritise and exercise sound judgment in HQ and field based work.  | Essential |
| 15                            | Flexible, with a can-do attitude and able to drive growth and raising standards  | Essential |
| 16                            | Collaborative and an excellent teamworker, skilled in working across multi-disciplinary and multi-cultural teams and remotely based teams                | Essential |
| 17                            | Awareness and sensitivity towards all matters concerning culture, gender, religion, race and nationality.  | Essential |
| 18                            | Confident in dealing with senior and high-ranking members of international, national and local institutions, government and non-government organizations | Essential |
| 19                            | Committed to UK-Med's humanitarian mandate and passionate about putting patients at the heart of everything we do  | Essential |
| <b>Practical requirements</b> |  |           |
| 20                            | To attend the UK-Med Office in Manchester UK for meetings, workshops and collaborative work as defined Health Director                                   | Essential |
| 21                            | Willing to comply with and able to pass medical and safeguarding checks required to ensure suitability for deployment                                    | Essential |
| 22                            | Willingness to work some weekends and evenings as required to deliver on humanitarian emergencies  | Essential |
| 23                            | Willingness to deploy with UK-Med overseas as required and in collaborative decision with Health Director  | Essential |

## Key terms and benefits

These terms relate to a UK based role. Different terms may apply for outside of the UK but will be comparable.

|                                   |   |
|-----------------------------------|---|
| <b>Salary:</b>                    | £40,000 - £45,000 gross per annum dependent on qualifications and experience  |
| <b>Working hours:</b>             | You will be required to work the hours as are necessary for the proper discharge of the duties with the notional requirement being 35 hours per working week. Work will normally be undertaken in office hours, Monday to Friday, but weekend and evening working will be required. |
| <b>Annual Leave:</b>              | 25 days per year plus 8 public holidays   |
| <b>Pension:</b>                   | 10% employer contribution, with 5% employee contribution to a specific defined contribution scheme  |
| <b>Deployment:</b>                | You will be expected to spend time overseas in our international programmes of work (up to 40% of time over any year). You must be fit to deploy and agree to undertake medical assessments to confirm this fitness.  |
| <b>Safeguarding:</b>              | To follow UK-Med safeguarding practices as required within the role.  |
| <b>Professional requirements:</b> | Medical Doctor; additional professional registrations may be an advantage   |
| <b>Term of contract:</b>          | Permanent   |

# UK-MED

Building a world  
prepared to help