



UK-Med Register: Medical Doctor - General practitioners

Candidate Information Pack

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Contents

2. Contents
3. The UK-Med Register
4. Introduction
5. Advert
6. How to Apply
7. About UK-Med
10. Job description
12. Person Specification
14. Key terms and benefits

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:

- Deployment - 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 be on call to support and advice in making decisions and facilitating in potentially difficult circumstances.
- 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



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:	Medical Doctor General practitioners – Register
Remuneration:	GBP £3,400 to GBP £4,025 gross per month (Dependant on assignment and experience)
Hours:	UK-Med Register role, no guarantee of any work, but if deployed work will be full-time.
Duration:	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.
Location:	Internationally and/or to any of the UK-Med responses.

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

UK-Med is a frontline medical aid charity. Born of the British National Health Service, we've been working for over 30 years towards a world where everyone has the healthcare they need when crises or disasters hit.

We are seeking for Medical Doctors to join our register 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 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 **15th of September 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 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.

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

Medical Doctor General Practitioners

Job Title	General Practitioner – Register
Reports to	Medical Coordinator (MedCo)
Duration	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.
Hours	UK-Med Register role, no guarantee of any work, but if deployed work will be full-time.
Place of work	Internationally and/or to any of the UK-Med responses.

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

Activities

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 outpatient 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	Where deemed required or support requested, with other members of the medical team 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 / UK-Med 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.
14	Support medical supply at project level, when required, if need to be involved in supply management tasks.
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.
17	Provide technical guidance for relevant departments, developing SOPs and tools as required.
Other essential health programming	
18	Work positively with colleagues in a multidisciplinary team, respecting the contribution and expertise of different professions and clinical specialisms.
19	Support both clinical and operational staff to ensure that any MHPSS / RCCE plan is delivered and implemented within the outpatients department or points of entry within the medical facility.
20	Support surveillance systems within supported facility/facilities through daily data collection, if required.
21	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)
22	Support the development of sustainable program plans which lead to a stronger impact of field deployments.
23	Contribute to exit planning to ensure sustained benefits from UK-Med's work.
Other duties and responsibilities	
24	Recognise and work within the limits of competency.
25	To supervise or manage other personnel as required under the terms of reference for the specific assignment.
26	vetting, health screening and sanctions checks and provide truthful and complete information.
27	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	
28	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.
29	Report all possible breaches of policy or Codes of Conduct through the appropriate channels in a timely fashion.
General duties	
30	To ensure and promote Equality, Diversity, and Inclusion (EDI) in line with UK-Med's EDI Policy.

31	Comply with all financial and procurement policies and procedures, including those relating to anti-bribery, anti-terrorism, and anti-slavery.
32	Support UK-Med's environmental policies and procedures, taking personal responsibility for contributing to reducing negative environmental impacts.
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 / READY / projects and programmes of work.
36	Support in the collection of data both clinical and non-clinical and the reporting of this

Person Specification

Medical Doctor General Practitioner – Register

Qualifications / Professional Memberships		
1	Full medical degree (e.g. BMBS, BMed, MD)	Essential
2	Fully licensed Medical Doctor, registered with an appropriate professional body	Essential
3	Specific qualifications / professional registrations in General Practice/Family Medicine or equivalent.	Essential
4	Qualification in public health, humanitarian & emergency response, international development.	Desirable
Knowledge, Skills and Experience		
5	Significant experience working as a fully licensed Medical Doctor. (Expected to be at least 5 years of practice post qualification)	Essential
6	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.	Desirable
7	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
8	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
9	Excellent communication and interpersonal skills; able to communicate complex technical requirements and information in an accessible way	Essential
10	IT proficiency, including MS Word, MS Excel, Email systems	Essential
11	Demonstrate strong ability to train and build capacity of others	Essential
12	Good standard of spoken and written language (equivalent to UN Level III) in English	Essential
13	Deployment in NGO/ humanitarian settings	Essential
14	Evidence of participating in training design and/or delivery	Highly Desirable
15	Cultural sensitivity and respect for diverse populations.	Essential
Personal Attributes		
16	Understanding of the moral and legal implications of humanitarian work	Essential
17	Strong understanding of Safeguarding and its importance in health	Essential

18	Able to communicate effectively with all members of a multi-disciplinary team	Essential
19	Medically fit for the context with a good understanding of the demands of a outbreak deployment	Essential
20	Experience of working within a variety of team settings and willingness to work flexible as per the demands of the deployment	Essential
21	Commitment to UK-Med's humanitarian mandate	Essential

UK-Med Core Humanitarian Competencies

22	Understanding humanitarian contexts and applying humanitarian principles and standards	Essential
23	Achieving Results	Essential
24	Developing and Maintaining Collaborative Relationships	Essential
25	Operating Safely and Securely at all Times	Essential
26	Managing in pressured and challenging environments	Essential
27	Demonstrating leadership	Essential

Key terms and benefits

Salary:	Up to GBP £3,400 to GBP £4,025 dependant on assignment and experience.
Working hours:	UK-Med Register role, no guarantee of any work, but if deployed work will be full-time.
Safeguarding and sanctions:	<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>
Health and medical:	<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>
Professional requirements:	Current medical license is essential; other relevant memberships may be an advantage.
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