



**UK-Med Register UK Based:**

**Plastic / Reconstructive Surgeon**

**Candidate Information Pack**

December 2023

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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:

- 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:	Plastic / Reconstructive Surgeon
Remuneration:	Negotiable (dependent on experience)
Duration:	Minimum of 2 weeks at a time (longer availability is highly desirable).
Location:	Internationally / any of the UK-Med responses, including Ukraine and or to various other locations.

This register recruitment campaign is only open to candidates in the UK.

**Are you a Plastic/Reconstructive Surgeon with expertise and knowledge, interested in utilizing your skills to deliver humanitarian aid in emergency response projects or looking to build your career in a humanitarian setting?**

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.

We are seeking for Surgeons with Plastic/Reconstructive experience and are enthusiastic about extending their knowledge and skills within a humanitarian environment. You will be able to make yourself available to travel and work internationally at short notice for a minimum of 2 weeks (longer availability is highly desirable).

Our ideal candidates will be fully licensed and experienced Plastic/Reconstructive Surgeon, who have significant experience providing medical care to patients with a wide range of medical conditions. Our surgeons need to be confident and capable in treatment of both adults and children. Previous experience in low resource / humanitarian / conflict contexts may be an advantage but is not essential.

You must be a fully licensed Plastic/Reconstructive surgeon, registered with an appropriate professional body. You must hold a Degree in Medicine with speciality training in either Plastics or Reconstructive surgery.

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.

You will have a positive and flexible problem-solving approach and be willing, able, and ready to deploy to support all UK-Med programmes and projects.

We offer a competitive salary and benefits along with a friendly working environment and the opportunity to make a real difference.

## 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 **26th January 2024**.

### **The selection process consists of two stages:**

Interview Stage: All applicants will go through an initial interview stage.

Selection Training Stage: Applicants who pass the interview stage and do not have a minimum of 3 years of humanitarian experience will be required to complete a selection training.

***We look forward to receiving your applications and potentially welcoming you to our team of dedicated humanitarian surgeons at UK-Med.***

*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 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

## Plastic / Reconstructive Surgeon

<b>Job Title</b>	Plastic/Reconstructive Surgeon (emergency humanitarian aid)
<b>Reports to</b>	Medical Coordinator / Health Advisor
<b>Duration</b>	Minimum of 2 weeks at a time (longer availability is highly desirable).
<b>Place of work</b>	Internationally/any of the UK-Med response including Ukraine and or to various field offices.

### Purpose of role

Perform, examine, and review surgical procedures to address various medical needs for patients in the field and support the capacity building of the health systems; work with a multidisciplinary team of health professionals overseeing the medical and surgical care of patients.

### Key responsibilities

1	Work in collaboration with the deployed UK-Med hospital team and hospital staff.
2	Perform surgical procedures to high standards, in order to prevent or correct injury, disease, deformities and patient function while adhering to all regulatory and ethical protocols.
3	Follow established surgical techniques during surgery to optimise patient outcomes.
4	Prescribe preoperative and postoperative treatment and procedures and work together with other members of the clinical team to support this.
5	Support and ensure sterility in the operating room, and all equipment and instruments to minimize patient infections and poor outcomes.
6	Advise on activities of hospital staff for proper patient care and enhancements in supported facilities.
7	Oversee all treatment prior to and post-surgery and identify associated risks.
8	Where required, schedule follow -up visits with patients to ensure continuing health.
9	Maintaining detailed patient records on paper or digitally, and participate to the UK-Med.
10	Coordinating with other medical professionals (national and international) like Anaesthesiologists and Nurses to ensure successful and safe treatment.
11	Performing any additional activities whenever needed and as requested by the supervisor to improve surgical capacity and/or patient treatment outcomes.
12	Organise training and capacity building activities as appropriate and in agreement with Medical Coordinator

### Safeguarding

13	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.
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14	Report all possible breaches of policy or Codes of Conduct through the appropriate channels in a timely fashion.
<b>General duties</b>	
15	To ensure and promote Equality, Diversity, and Inclusion (EDI) in line with UK-Med's EDI Policy.
16	Comply with all financial and procurement policies and procedures, including those relating to anti-bribery, anti-terrorism, and anti-slavery.
17	Support UK-Med's environmental policies and procedures, taking personal responsibility for contributing to reducing negative environmental impacts.
18	Undertake training and comply with vetting requirements (including CRB / police checks, referencing) appropriate to the role as specified by UK-Med.
19	Work within the security framework and subsequent rules and procedures put in place for the deployment depending on the context.
20	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.
21	Other tasks as might be required to ensure effective delivery of UK-Med projects and programmes of work.

# Person Specification

<b>Qualifications / Professional Memberships</b>		
Q1	Full medical degree (e.g. BMBS, BMed, MD)	Essential
Q2	Fully licensed Surgeon, registered with an appropriate professional body.	Essential
Q3	Surgical specialisation in plastics or reconstructive surgery with relevant experience, professional memberships and/or qualifications.	Desirable
<b>Knowledge, Skills, and Experience</b>		
S1	Significant experience working as a fully licensed Surgeon. (Expected to be at least 5 years of practice post qualification)	Essential
S2	Demonstrable expertise in plastics and/or reconstructive surgery, including conducting the following clinical activities: Any immediate treatment of injuries, infections, or other conditions to either limit patient quality implications or prevent further damage from occurring; appropriately requesting medical tests or procedures for patients; creating and delivering treatment plans together with deployed teams; and following up care to achieve best patient outcomes.	Essential
S3	Understanding of humanitarian contexts and expected challenges, and a good understanding of effective medical interventions to be implemented, especially in the critical days of patient treatment where outcomes may be improved upon or in the post-operative period.	Essential
S4	Strong manual dexterity, hand-eye coordination and visuospatial awareness and the skills needed to work in both high and low-resource settings, with a demonstrated ability to work well within a multidisciplinary team and provide the best patient outcomes.	Essential
S5	Ability to work under pressure in fast-paced and evolving environments and perform technically sound orthopaedic or trauma surgery procedures that can improve or sustain the life of patients in supported UK-Med structures	Essential
S6	Emotionally resilient with the ability to make patients and caretakers feel at ease.	Essential
S7	Excellent communication and interpersonal skills and ability to communicate complex technical decisions and information in an accessible way, as well as being able to deliver training and capacity building activities to local colleagues were deemed to be appropriate and required by the medical lead of the deployment.	Essential

S8	Provide surgical assistance and consultations to other members of the medical team, both local and international, and ensure that the highest standards of care are being always achieved.	Essential
S9	Excellent communication skills, efficiency, and flexibility	Essential
S10	Demonstrate strong ability to train and build capacity of others	Essential
S11	Fluency in English (oral and written) is required	Essential
S12	Knowledge of another UN Language (Arabic, Chinese, French, Russian and Spanish)	Desirable
<b>Personal Attributes</b>		
1	Highest standards of integrity and professional conduct	Essential
2	Strong organisational and leadership skills, complemented by sound management abilities	Essential
3	Excellent interpersonal skills and team working skills	Essential
4	A positive and flexible problem-solving approach	Essential
5	Excellent time and task management skills with the ability to balance a full and dynamic workload.	Essential
6	Willingness and ability to pass clearance checks and undertake overseas travel and deploy to humanitarian emergencies.	Essential
7	Excellent attention to detail around work planning and the use of systems with a strong commitment to quality control and standards.	Essential
8	Ability to work independently.	Essential
<b>Practical requirements</b>		
9	Ability to travel internationally to any of the UK-Med response including Ukraine and/or to various humanitarian contexts.	Essential
10	Willingness to work some weekends and evenings to contribute programme delivery and organisational priorities.	Essential
11	A commitment to own learning and development and willingness to undertake Continuing Professional Development.	Essential

## Key terms and benefits

<b>Salary:</b>	Negotiable (dependent on experience) - NHS reimbursement for core costs available
<b>Working hours:</b>	Full time, with some weekend and evening working required to support the humanitarian programme delivery
<b>Safeguarding:</b>	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.
<b>Health and medical</b>	Suitability for this work is a condition of employment. Health clearance as 'fit to deploy' by our occupational health provider is an essential requirement for deployment in this role.
<b>Professional Requirements:</b>	Current medical license is essential; other relevant memberships may be an advantage.
<b>Term of contract:</b>	Minimum of 2 weeks at a time (longer availability may be highly desirable).

# UK-MED

Building a world  
prepared to help