



UK-Med Register: HART Paramedic (Hazardous Area Response Team)

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:

- 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:	HART Paramedic (Hazardous Area Response Team) - Register
Remuneration:	£3300 to £3600 per month (dependent on 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 responses are between 4 and 12 weeks.
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 an experienced HART Paramedic skilled in coordinating responses to medical emergencies?

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 several new people to join our UK-Med register and be available to deploy in HART Paramedic roles. You will be able to make yourself available to work for 4 to 12 weeks (longer availability may be an advantage).

As a HART Paramedic on our register, you will work closely to help support and/or train others on: Major Incidents, incidents of a CBRN nature, USAR (Urban Search and Rescue) incidents, incidents involving hazardous materials, structural collapse, confined space rescue, major transportation incidents, incidents requiring working at height, trench collapse and rescue and other tasks in accordance with the international standard procedures.

You may also work closely with our clinical team lead, medical staff such as doctors and nurses to support mobile or fixed health structures, acting as patient transfer focal point (if required) and advancing local capacity. If required as per deployment and context, paramedic role could be involved in patient care activities, although it might not be the primary focus of the role.

As a HART Paramedic you may be requested to manage multiple streams of work, acting as a technical resource to support activities related to the context, ensuring that best guidance and standards are available for training and capacity under the Paramedic scope of practice. Along with the doctors and nurses you will play a central role in building the local capacity of any field staff (i.e., Ministry of Health or other NGOs), in areas related to the response, through training delivery.

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.

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 **19th February 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 HART Paramedic (Hazardous Area Response Team) 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)

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	HART Paramedic (Hazardous Area Response Team) – Register
Reports to	Medical Coordinator (MedCo)
Duration	The duration will depend on the requirements of the response, but 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 / any of the UK-Med responses, including Ukraine and/or to various other locations.

Purpose of role

To provide assessment and training and/or capacity building to Emergency Response Teams (various settings/areas in the country, including within a hazardous environment (HART)), in order to provide the most appropriate support for conflict-affected populations. To provide paramedic/pre-hospital care, when required according to mission and response needs.

Key responsibilities

Expert advisory and Capacity building

1	Support the professional development of other personnel through delivery of training, coaching, reviews or other mechanisms deemed needed for continuity of activities as per MedCo/Team Lead feedback, particularly in areas of relevant sub-specialty (e.g., HART, CBRN, etc)
2	Review and develop technical materials, tools, guidelines and documents (as per local needs), related to paramedic activities (e.g., standard protocols and procedures, training packages), as per deployment request and also adapting where appropriate.
3	Provide technical assistance to the MoH and/or other agencies/organisations, making sure that the provision of practical recommendations can be realistically implemented.
4	Participate in rapid appraisals of pre-hospital facilities and pathways if requested and report on the levels of implementation that may be required in response planning.
5	Build local capacity of the MoH field staff in areas related to the response activities.
6	Perform ad hoc duties, as assigned by the Team Lead or MedCo
7	Participate in the preparation of any agreed team weekly report (Sitrep) and Medical monthly reporting. Contribute to donor proposals donor and internal reports as requested.
8	Prepare an end of deployment report with a summary of activities and recommendations for replacement position/upon medical lead request.

Clinical practice (if requested as per mission needs)

9	Ensure the quality of care provided to patients, with best-practice clinical case management and the strict implementation of SOPs and treatment guidelines, if requested for clinical work.
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10	Support definition of referral pathways maintaining up to date knowledge of contextual challenges, if requested by Medical Coordinator.
11	Analyse and report on existing available patient data and undertake good patient record management and support the data management process (patient confidentiality; adherence to the data protection laws within the country context, if involved in clinical case management).
12	Advocate for optimal care and outcomes for all patients, bearing in mind safeguarding protocols.
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.
14	Report all possible breaches of policy or Codes of Conduct through the appropriate channels in a timely fashion.
General duties	
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	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 / READY / projects and programmes of work.
21	Support in the collection of data both clinical and non-clinical and the reporting of this

Person Specification

Qualifications / Professional Memberships		
Q1	Health and Care Professionals Council (HPCP) registration or equivalent national registering body	Essential
Q2	Approved qualifications as a HART paramedic are mandatory or equivalent qualification/degree	Essential
Q3	Teaching experience/qualification / ToT certification / Mentoring Course	Desirable
Q4	PHTLS Course	Desirable
Q5	ATLS Course	Desirable
Q6	MIMMS - Major Incident Medical Management and Support course	Desirable
Q7	PHPLS – Pre-Hospital Paediatric Life Support course	Desirable
Knowledge, Skills, and Experience		
S1	3 years post-registration clinical work experience	Essential
S2	Previous Hazardous Area Response Team (HART) and/or Special Operations Response Team (SORT) experience	Desirable
S3	Knowledge of Hazardous material (HAZMAT) and/or Chemical, Biological, Radiological, Nuclear (CBRN) release & management of such incidents	Desirable
S4	Experience of HAZMAT and/or CBRN release	Desirable
S5	Experience delivering care in a low-resource environment	Desirable
S6	Deployment in NGO/ humanitarian settings	Desirable
S7	Evidence of participating in training design and/or delivery	Desirable
S8	Experience working within conflict affected areas / “hot zones” (HART)	Desirable
S9	Experience in providing clinical supervision (individual and group setting)	Desirable
S10	Fluency in spoken and written English	Essential
S11	Additional languages, especially Ukrainian and/or Russian	Desirable

S12	Excellent communication and interpersonal skills; able to communicate complex technical requirements and information in a simple way	Essential
Personal Attributes		
1	Understanding of the moral and legal implications of humanitarian work	Essential
2	Strong understanding of Safeguarding and its importance in health	Essential
3	Able to communicate effectively with all members of a multi-disciplinary team	Essential
4	Medically fit for the context with a good understanding of the demands of a deployment	Essential
5	Experience of working within a variety of team settings and willingness to work flexibly as per the demands of the deployment	Essential
6	Commitment to UK-Med's humanitarian mandate	Essential
7	Highest standards of integrity.	Essential
9	Flexible, can-do attitude and good team player.	Essential
10	Excellent time and task management skills, communication skills and attention to detail	Essential
11	Ability to work independently.	Essential
12	A commitment to own learning and development and willingness to undertake Continuing Professional Development.	Essential
Practical requirements		
13	Ability to travel internationally to any of the UK-Med response including Ukraine and or to various field offices.	Essential
14	Willingness to work some weekends and evenings to contribute programme delivery and organisational priorities.	Essential
15	A commitment to own learning and development and willingness to undertake Continuing Professional Development.	Essential

Key terms and benefits

Salary:	£3300 to £3600 per month (dependent on experience)
Working hours:	Full time, with some weekend and evening working required to support the humanitarian programme delivery.
Annual Leave:	33 days per year including public holidays (equivalent to 14.5% additional holiday pay if in contexts where holiday cannot be
Safeguarding:	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.
Health and medical	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.
Professional Requirements:	Registration with professional body
Term of contract:	6 weeks (longer availability may be an advantage)

UK-MED

Building a world
prepared to help