

UK-MED



UK-Med Register: Midwife

Candidate Information Pack

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uk-med.org

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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:	Midwife
Remuneration:	£3,300 to £3,600 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 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 a licensed Midwife interested in using your experience and knowledge in providing emergency medical care?

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 midwives that 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 4-6 weeks (longer availability is highly desirable) to join our register.

You will manage multiple streams of work, acting as a technical resource to support activities related to the context, ensuring that best practice and global standards of patient care are implemented and maintained. Along with the nurses they 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. We offer a competitive salary and benefits along with a friendly working environment and the opportunity to make a real difference through and influential role in humanitarian programming.

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 of 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 Midwives 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

Midwife - Register

Job Title	Midwife
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 / any of the UK-Med responses, including Ukraine and or to various other locations.

Purpose of role

To provide direct clinical support, maternal and newborn care. An additional part of the midwife's role in deployments will be emergency assessment and training/capacity building where required of national staff members.

Key responsibilities

Activities

1	Take the lead on all midwifery-related activities and clinical support, participating as needed in the provision of care within scope of practice appropriate for the setting.
2	Ensure the quality of prenatal, birth and postnatal care provided to patients is maintained from the point of triage to referral (if appropriate), with best-practice clinical case management and the strict implementation of SOPs and treatment guidelines.
3	Act as Focal Person for SRH, obstetric or pregnant patients during all referrals, maintaining up to date knowledge of referral pathways for maternal health and SRH cases.
4	Maintain accurate patient records and ensure the safe keeping of relevant documents, patient confidentiality and adherence to the data protection laws within the country context.
5	Report any identified gaps and deviance of procedures to allow the adoption of corrective measures.
6	Organise or participate in any necessary internal or external meetings, to ensure continuity and quality of care to patients.
7	Where required, provide technical assistance to the MoH and other agencies/organisations, making sure that the provision of practical recommendations can be realistically implemented.
8	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. Propose practical measures for improvement.
9	Build local capacity of the MoH field staff in areas related to the response activities.
10	Participate in any reporting of SRH and maternal health related data.

11	Undertake good patient record management and support the data management process.
12	Perform ad hoc duties, as assigned by the Team Lead and or Medical Coordinator
Expert advisory and capacity building	
13	Support the professional development of other personnel through delivery of training, coaching, reviews or other mechanisms as appropriate
14	Participate in the preparation of any agreed team weekly report.
15	Contribute to donor proposals donor and internal reports as requested.
16	Report any medical adverse or near miss incidents to the Medical Coordinator.
17	Advocate for optimal care and outcomes for all patients encountering the ORST, bearing in mind safeguarding protocols.
18	Provide input as required into SOPs and adapt where appropriate.
Other	
18	Contribute to the team sitreps and liaise with MedCo as per request.
19	Support in the collection of data and reporting, both clinical and non-clinical
20	Actively participate in any technical working groups / MEAL reporting systems, as per needs and requests.
21	Comply with UK-Med policies and practice with respect to child protection, code of conduct, health and safety, equal opportunities and other relevant policies and procedures, reporting accordingly.
22	Prepare an end of deployment report with a summary of activities and recommendations (for replacement position/upon MedCo request).
23	Support with logistics, WASH, team management etc as requested by the MedCo and undertake additional non-clinical duties.
24	Perform other job-related duties as assigned
25	Perform all other duties assigned by supervisor or manager
Safeguarding	
26	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.
27	Report all possible breaches of policy or Codes of Conduct through the appropriate channels in a timely fashion.
General duties	
28	To ensure and promote Equality, Diversity and Inclusion (EDI) in line with UK-Med's EDI Policy.
29	Comply with all financial and procurement policies and procedures, including those relating to anti-bribery, anti-terrorism, and anti-slavery.
30	Support UK-Med's environmental policies and procedures, taking personal responsibility for contributing to reducing negative environmental impacts.
31	Undertake training and comply with vetting requirements (including CRB / police checks, referencing) appropriate to the role as specified by UK-Med.

32	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.
33	Other tasks as might be required to ensure effective delivery of UK-Med / READY / projects and programmes of work.
34	Support in the collection of data both clinical and non-clinical and the reporting of this

Person Specification

Qualifications / Professional Memberships		
1	A Nursing degree with midwifery specialization and/or Midwifery qualifications	Essential
2	NMC registration or equivalent national registering body	Essential
Knowledge, Skills and Experience		
3	3 years post-registration clinical work experience	Essential
4	Past experience delivering care in a low-resource environment	Essential
5	Languages (French, Arabic, Spanish)	Desirable
6	Past deployment in humanitarian settings	Desirable
7	Evidence of participating in training design and/or delivery	Essential
8	Excellent communication and interpersonal skills; able to communicate complex technical requirements and information in an accessible way	Essential
9	IT proficiency, including MS Word, MS Excel, Email systems	Essential
10	Demonstrate strong ability to train and build capacity of others	Essential
11	Good standard of spoken and written language (equivalent to UN Level III) in English	Essential
12	Cultural sensitivity and respect for diverse populations.	Essential
Personal Attributes		
13	Understanding of the moral and legal implications of humanitarian work	Essential
14	Strong understanding of Safeguarding and its importance in health	Essential
15	Able to communicate effectively with all members of a multi-disciplinary team	Essential
16	Medically fit for the context with a good understanding of the demands of an outbreak deployment	Essential
17	Experience of working within a variety of team settings and willingness to work flexible as per the demands of the deployment	Essential
18	Commitment to UK-Med's humanitarian mandate	Essential
UK-Med Core Humanitarian Competencies		
19	Understanding humanitarian contexts and applying humanitarian principles and standards	Essential
20	Achieving Results	Essential
21	Developing and Maintaining Collaborative Relationships	Essential
22	Operating Safely and Securely at all Times	Essential

23	Managing in pressured and challenging environments	Essential
24	Demonstrating leadership	Essential

Key terms and benefits

Salary:	Up to £3,300 to £3,600 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:	NMC (Nursing Midwifery Council) registration or equivalent national registering body
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