



Medical Coordinator - Gaza

Candidate Information Pack

March 2024

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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:	Medical Coordinator - Gaza
Hours:	Full time, with some weekend and evening working required to support the humanitarian programme delivery
Remuneration:	£4,250 –£5,000 GBP gross per month (dependent on experience)
Duration:	Till end of 31 st of December 2024 (funding pipeline dependent), with potential extension
Location:	Gaza with travel to Cairo, Egypt

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

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 professional 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 Turkey. 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 at field level, designing health responses and capacity building programmes as well as contributing to grant proposals. You will be willing and able to deploy within our response, providing leadership to health teams and liaising closely with the Ministry of Health, WHO/UN 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 **Friday 29th March 2024**. However, this is rolling recruitment, so applicants are encouraged to apply as soon as possible.

Please note that this is a rolling recruitment process. Applications will be accepted on an ongoing basis and hiring manager will review applications as they are received, decisions may be made at any time if a suitable candidate is identified.

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'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

Job Title	Medical Coordinator
Reports to	Team Lead - Gaza
Duration	31 st of December 2024
Hours	Full-time
Place of work	Gaza with travel to Cairo, Egypt
Purpose of role	
Provide specialist health insight, programmatic technical support and management guidance to UK-Med's humanitarian health response in Gaza, with a particular focus on emergency surge responses and to select longer term response programs	
Key responsibilities	
Strategic advice	
1	Deliver on UK-Med's current strategy and approach to healthcare delivery in Gaza, as well helping to drive the achievement of international standards of care
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 partnerships 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
5	Where deemed relevant by Team Lead, represent UK-Med at relevant International and National fora with different levels of stakeholders and institutions
Operations and programming	
6	Together with relevant line management and thematic focal points, provide technical assistance and oversight for the design, delivery and implementation of UK-Med's projects across Gaza
7	Develop relevant SOPs and Response guidelines and protocols for all-hazards approach – such as population displacements, natural and man-made disasters, ongoing conflict, etc. as well as supporting these being adapted at response level where required
8	Ensure that all elements of response preparedness for areas of responsibility are established, such as infrastructure, supplies and documentation (e.g. role descriptions for clinicians, clinical governance) to ensure surge capabilities meet MoH/WHO standards
8	Support our deployed country teams to adapt, contextualise and test protocols and procedures through sound technical leadership and oversight

9	Develop and/or support implementation of relevant training and capacity building activities for responses or ad-hoc programs in collaboration with the Learning and Capacity Building Department
10	In coordination with our partners in-country and HQ, through the use of relevant monitoring tools seek to foster a monitoring process to ensure that the implementation and oversight of programs is in place and relevant departments being updated
11	Contribute to the interviewing, selection and training of local medical personnel as well as working with the HR team to ensure we always maintain the highest levels of clinical capability in our programs
12	Work with the UK-Med communications teams to support the promotion of our work to internal and external audiences.
Reporting	
13	Produce targeted objectives, progress and reports as scheduled in collaboration with other members of the Health team, and other departments where required
14	Produce regular activity reports and updates in line with UK-Med policy and as required by external donors
15	Ensure lessons learned from program implementation are well documented and shared, including if required/requested in journals, conferences and other appropriate venues in collaboration with reporting line
16	In coordination with the Team Lead, produce high-quality reports and constant monitoring and evaluation to best exemplify our humanitarian programming and overall reach
International Response	
17	Undertaking assessments, initial set up of a response, clinical delivery, expert advice, clinical leadership, providing cover for team members and/or building strategic partnerships in-country to support our ongoing programming
18	Provide high quality technical advice to response teams as appropriate, while ensuring those under line management are equally capable to deliver high quality support.

Person Specification

Medical Coordinator – Gaza

Qualifications / Professional Memberships		
1	Qualified and licensed Medical Doctor or Nurse	Essential
2	Additional qualifications / professional memberships / training in relevant medical disciplines and/or humanitarian field (ex. MPH, PhD, etc.)	Essential
Knowledge, Skills and Experience		
3	Significant professional experience (expected to be at least 5 years) in the areas of complex humanitarian emergencies, disaster medicine, and/or conflict response with international actors and/or UN agencies	Essential
4	Knowledge and experience in the principles of disaster prevention, disaster risk reduction and disaster management	Essential
5	Experience of designing and/or delivering capacity building and training interventions	Essential
6	Strong understanding of the health needs of outbreak, conflict or disaster affected communities and delivering support to populations in need	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 UN language, such as Spanish, French, Russian or Arabic	Desirable
11	Experience of contributing to health programme design, grant proposals and donor reporting.	Desirable
Personal Attributes		

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
Practical requirements		
20	To attend the UK-Med Office in Manchester UK for meetings, workshops and collaborative work as defined by 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

Salary:	£4,250 to £5,000 GBP 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 taken).
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:	Medical Doctor or Nurse; additional professional registrations may be an advantage
Right to work	Requires right to work in Jerusalem, Israel and travel through Cairo, Egypt to enter and leave Gaza (UK-Med will support visa processes where required).
Term of contract:	Until end of 31 st of December 2024 (funding pipeline dependent), with potential extension.

UK-MED

Building a world
prepared to help