

# UK-MED



## Emergency Department Nurse - Gaza

Candidate Information Pack

April 2024

---

[uk-med.org](http://uk-med.org)

## Contents

2. Contents
3. Introduction
4. Advert
6. About UK-Med
8. Job description
10. Person Specification
12. Key terms and benefits

## 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:	Emergency Department Nurse - Gaza
Hours:	Full time, with some weekend and evening working required to support the humanitarian programme delivery
Remuneration:	£3,500 –£3,700 GBP gross per month (dependent on experience)
Duration:	Till end of 31 <sup>st</sup> of December 2024 (funding pipeline dependent), with potential extension
Location:	Gaza with travel to Cairo, Egypt

### **Are you a licensed Emergency Department Nurse interested in gaining experience and knowledge in the humanitarian field, particularly 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 Nurses specialized in Emergency Medicine care with previous 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 is highly desirable) to deploy in Gaza, supporting the health needs of host and internally displaced persons.

Our ideal candidates will be fully licensed and experienced Nurses who have significant experience working in emergency contexts, but as well in community settings (e.g., providing emergency nursing care at community level). You will be confident and capable in delivery holistic treatment and care of both adults and children, and able to perform a full range of clinical activities including supporting consultations, treatment plans, referral and follow up of patient. Experience practicing nursing in low resource / humanitarian contexts is highly desirable.

You must hold a current nursing license and be able to demonstrate your current and unconditional membership of a suitable registering organisation. You must hold specific qualifications / professional registrations in Nursing Science/Degree.

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.

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 **Wednesday 24<sup>th</sup> April 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](http://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

<b>Job Title</b>	Emergency Department Nurse - Gaza
<b>Reports to</b>	Medical Coordinator - Gaza
<b>Duration</b>	31 <sup>st</sup> of December 2024
<b>Hours</b>	Full-time
<b>Place of work</b>	Gaza with travel to Cairo, Egypt

### Purpose of role

The Emergency Department Nurse (ED Nurse) in a humanitarian context is responsible for delivering clinical case management, nursing care, and assessment services within the Emergency Department during response operations. Their clinical activities encompass a broad range of emergency healthcare requirements, such as trauma, acute illnesses, and injuries, with a particular focus on adhering to clinical standards and patient-centred care principles.

### Key responsibilities

#### Clinical Practice

1	Lead the triage, screening, and treatment processes within an emergency response to ensure effective patient care during response activities.
2	Maintain and enhance the quality of nursing care provided to patients from initial assessment to discharge or referral, adhering to established clinical case management guidelines and Standard Operating Procedures (SOPs), in alignment with humanitarian standards and country policies.
3	Collaborate closely with infection prevention and control, WASH (water and sanitation), and RCCE (Risk Communication and Community Engagement) advisors or referents, both remotely and within the field deployment team. Provide regular updates to the nursing team and clinical team lead on clinical care matters that support the response's core pillars.
4	Contribute to the planning and setup of emergency response operations within the Emergency Department. This may include conducting health assessments according to recognized clinical standards and organizational clinical procedures.
5	Work in a multidisciplinary team, embracing a multisectoral approach to ensure patient safety and healthcare quality, adapting care according to the nature and context of emergency response needs, whether they involve trauma, infectious diseases, or other medical conditions.
6	Maintain accurate patient records, ensure the confidentiality of patient information, and comply with data protection laws within the context of humanitarian operations.
7	Report identified gaps and deviations from established procedures to facilitate corrective actions.
8	Organize or participate in internal and external meetings as required to ensure the continuity and quality of patient care.



9	Provide technical assistance to local health authorities and other relevant agencies or organizations, taking into account the practical feasibility of implementing recommendations.
10	Conduct rapid appraisals and report on the implementation status of response plans, suggesting practical measures for improvement.
11	Build the capacity of local healthcare personnel, particularly within the nursing team, by addressing knowledge gaps in infectious disease outbreak preparedness and response. Consider utilizing role counterpart methodologies when collaborating with local healthcare staff.
12	Analyse and report on existing patient data to inform decision-making.
13	Contribute to proper patient record management, support data collection and reporting, and participate in overall monitoring efforts as requested.
14	Undertake any other related duties as assigned by the clinical team lead or Medical Coordinator (MedCo).
<b>Expert advisory and capacity building</b>	
15	Support the professional development of other personnel through delivery of training, coaching, reviews, or other mechanisms as appropriate
16	Participate in the preparation of any agreed team weekly report.
17	Contribute to donor proposals, and both donor and internal reports as requested.
18	Report any medical adverse or near miss incidents to the clinical team lead
19	Participate in advocacy meetings with national authorities, key partners and other stakeholders where appropriate.
20	Provide input as required into SOPs and adapt where appropriate.
<b>Others</b>	
21	To supervise or manage other personnel as required under the terms of reference for the specific assignment
22	To comply with Codes of Conduct and uphold the values, standards and policies of UK-Med and the UK EMT, including those relating to safety and security, safeguarding and clinical / professional standards and practice.
23	To comply with all reasonable requests for vetting, health screening and sanctions checks and provide truthful and complete information.
24	To represent UK-Med, the UK EMT and partners / donors in a professional and appropriate manner, upholding the good reputation of the ORST and programmes you are associated with.
25	To undertake work outside of your core role as requested to support the success of the response.

26	Develop and maintain appropriate communication with the team and other relevant stakeholders.
<b>Safeguarding</b>	
27	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.
28	Report all possible breaches of policy or Codes of Conduct through the appropriate channels in a timely fashion.
<b>General Duties</b>	
29	To ensure and promote Equality, Diversity, and Inclusion (EDI) in line with UK-Med's EDI Policy.
30	Comply with all financial and procurement policies and procedures, including those relating to anti-bribery, anti-terrorism, and anti-slavery.
31	Support UK-Med's environmental policies and procedures, taking personal responsibility for contributing to reducing negative environmental impacts.
32	Undertake training and comply with vetting requirements (including CRB / police checks, referencing) appropriate to the role as specified by UK-Med.
33	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.
34	Other tasks as might be required to ensure effective delivery of UK-Med projects and programmes of work.
35	Support in the collection of data both clinical and non-clinical and the reporting of this

# Person Specification

## Emergency Department Nurse – Gaza

<b>Qualifications / Professional Memberships</b>		
1	Bachelor of Science in Nursing (BSN) or an Associate Degree in Nursing (ADN) from an accredited nursing program.	Essential
2	Must be a licensed Registered Nurse (RN) in the relevant jurisdiction, ensuring compliance with local nursing regulations.	Essential
<b>Knowledge, Skills and Experience</b>		
3	3 years post-registration clinical work experience	Essential
4	Proficiency in conducting thorough and rapid clinical assessments, including the ability to recognize and prioritize critical conditions.	Essential
5	Skill in prioritizing patient care based on the severity of their condition, ensuring that those in critical condition receive immediate attention.	Essential
6	Proficiency in emergency medical procedures, such as CPR, intubation, and administering emergency medications.	Essential
7	Effective communication skills to convey complex medical information to patients, families, and the healthcare team.	Essential
8	Languages (French, Arabic, Spanish)	Desirable
9	Deployment in Conflict/ NGO/ humanitarian settings	Essential
10	Evidence of participating in training design and/or delivery	Desirable
11	Experience working within conflict scenarios	Desirable
<b>Personal Attributes</b>		
12	Understanding of the moral and legal implications of humanitarian work	Essential
13	Strong understanding of Safeguarding and its importance in health	Essential

14	Able to communicate effectively with all members of a multi-disciplinary team	Essential
15	Medically fit for the context with a good understanding of the demands of a outbreak deployment	Essential
16	Experience of working within a variety of team settings and willingness to work flexible as per the demands of the deployment	Essential
17	Commitment to UK-Med's humanitarian mandate	Essential
<b>Practical requirements</b>		
18	Understanding humanitarian contexts and applying humanitarian principles and standards	Essential
19	Achieving Results	Essential
20	Developing and Maintaining Collaborative Relationships	Essential
21	Operating Safely and Securely at all Times	Essential
22	Managing in pressured and challenging environments	Essential
23	Demonstrating leadership	Essential

## Key terms and benefits

<b>Salary:</b>	£3,500 to £3,700 GBP per month (dependent on experience).
<b>Working hours:</b>	Full time, with some weekend and evening working required to support the humanitarian programme delivery.
<b>Annual Leave:</b>	33 days per year including public holidays (equivalent to 14.5% additional holiday pay if in contexts where holiday cannot be taken).
<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>	NMC (Nursing Midwifery Council) registration or equivalent national registering body
<b>Right to work</b>	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).
<b>Term of contract:</b>	Until end of 31 <sup>st</sup> of December 2024 (funding pipeline dependent), with potential extension.

# UK-MED

Building a world  
prepared to help