

UK-MED



Medical Trainer - Ukraine

Candidate Information Pack

April 2024

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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 healthcare. We seek to save lives, but also to build resilient health systems so that people can lead healthy lives in the future.

Our strategic objectives address four 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.
- **Providing expertise:** There are not enough medical and coordination staff as there are challenges recruiting, retaining and training the numbers required to meet growing need.
- **Raising standards:** The sector lacks consistency and consensus on training and accreditation for international health professionals.
- **Building resilience:** First response and continued support is most effective when provided by health professionals based within the country affected. Significant investment in training for staff is required to achieve this.

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 Trainer
Hours:	Full-time
Pay:	Up to GBP £3,800 gross per calendar month (dependent on experience)
Location:	Ukraine
Duration:	4 months

This role is within our Ukraine Programme and will be carried out in Ukraine.

Applicants need to have an existing right to enter Schengen Zone countries in order to transit to Ukraine e.g. citizenship/residence of a Schengen Zone country, or an ETIAS eligible country (<https://www.etiasvisa.com/etias-requirements>)

Can you effectively design and deliver comprehensive training programs to empower our medical teams in Ukraine, utilising your expertise in humanitarian health to ensure they are prepared to meet the challenges of providing high-quality care in a complex and dynamic environment?

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 looking for a Medical Trainer for a two-month mission in Ukraine. Our work involves preparing and deploying medical teams globally to respond to epidemics, conflicts, and natural disasters in alignment with WHO standards and as a part of the UK Emergency Medical Team (UK EMT). The mission in Ukraine aims to enhance our humanitarian health programming through specialized training and capacity building.

This role is critical in equipping our field teams with the skills and knowledge needed to navigate the complexities of humanitarian healthcare delivery in a dynamic and uncertain environment. The Medical Trainer will collaborate with Field Coordinators across Ukraine, designing and implementing training programs that address the unique challenges of the region. This position requires a blend of practical experience in field-based humanitarian contexts, leadership in managing emergency programs in insecure environments, and a commitment to delivering high-quality healthcare services under challenging conditions.

We are seeking an individual with a deep understanding of humanitarian relief work, who has demonstrated the ability to lead teams and manage programs effectively in demanding situations. The ideal candidate will bring a strategic approach to capacity building, ensuring our teams are prepared to provide critical healthcare services where they are most needed. This is an opportunity to make a significant impact in the lives of those affected by crises, contributing to UK-Med's mission of delivering compassionate and competent medical aid on a global scale.

We offer a competitive salary and benefits along with a friendly working environment and the opportunity to make a real difference through an influential role in humanitarian programming.

How to apply

To apply, please complete the questions and submit your CV and covering letter through our [Online Jobs Portal](#).

The deadline for applying is **15th of May 2024** however we will be reviewing applications on an ongoing basis and so encourage you to apply as soon as possible.

The question you will be asked to answer are:

- Applicants must have an existing right to enter Schengen Zone countries in order to transit to Ukraine e.g. citizenship/residence of a Schengen Zone country, or an ETIAS eligible country. Do you have an existing right?
- Please state what right to work you hold in the Ukraine? E.g. Right to work in the Schengen area/ Ukrainian citizen/ specific Visa. Please state details. Not sure what Schengen rights are? Follow this link (<https://www.etiasvisa.com/etias-requirements>)

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.

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	Medical Trainer
Place of work	Ukraine
Purpose of role	
<p>The primary purpose of the Medical Trainer role is to develop and deliver targeted training programs related to trauma and ultrasound trauma diagnostics that enhance the skills, knowledge, and effectiveness of medical personnel deployed in humanitarian missions. This role is pivotal in ensuring that trainees are equipped with the latest medical practices, prepared to face the unique challenges of humanitarian healthcare delivery, and can provide high-quality care under varied and often difficult conditions. The Medical Trainer will work closely with field coordinators, other trainers and program managers to assess training needs, tailor educational content, and implement training strategies that align with the organisation's goals and mission needs.</p>	
Key responsibilities	
1	Design and continuously improve training curriculums based on needs assessments and the specific requirements of each mission. Ensure that training materials are up-to-date, relevant, and compliant with international healthcare standards.
2	Conduct engaging and informative training sessions using a mix of methodologies such as workshops, simulations, and e-learning, to accommodate different learning styles and maximise learning outcomes.
3	Implement robust mechanisms for evaluating the effectiveness of training programs and gather feedback from participants to inform future training improvements.
4	Work in tandem with training manager, field coordinators, trainers, and other relevant stakeholders to ensure training programs are well-integrated into the broader mission objectives and operational plans.
5	Focus on building the long-term capacity of local medical teams by transferring knowledge, skills, and best practices, ensuring sustainability beyond the immediate impact of the training.
6	Remain adaptable to the changing needs of the mission and innovative in the use of training tools and techniques to overcome challenges such as remote locations, language barriers, and diverse educational backgrounds of participants.
7	Ensure all training activities adhere to the highest standards of quality and compliance with both organisational policies and international healthcare guidelines.

8	Maintain detailed records of training activities, participant progress, and program evaluations, providing regular reports to senior management.
Safeguarding	
9	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
10	Report all possible breaches of policy or Codes of Conduct through the appropriate channels in a timely fashion
11	Ensure that programming is developed and managed in line with UK-Med's commitment to Safeguarding, including supporting safeguarding investigations where appropriate
General duties	
12	To ensure and promote Equality, Diversity and Inclusion (EDI) in line with UK-Med's EDI Policy
13	Comply with all financial and procurement policies and procedures, including those relating to anti-bribery, anti-terrorism and anti-slavery
14	Support UK-Med's environmental policies and procedures, taking personal responsibility for contributing to reducing negative environmental impacts
15	Comply with all health and safety policies and procedures
16	Undertake training and comply with vetting requirements and health requirements (including DBS / police checks, referencing, health screening and vaccination requirements) appropriate to the role as specified by UK-Med
17	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
18	Other tasks as might be required to ensure effective delivery of UK-Med / UK EMT deployments, projects and programmes of work

Person Specification

Medical Trainer

Qualifications / Professional Memberships		
1	A degree in Medicine, with additional qualifications in medical training, certified E-FAST trainer.	Desirable
Knowledge, Skills and Experience		
2	Proven experience in designing and delivering training in the healthcare sector (MCI, E-FAST, Advanced Trauma Care), preferably within humanitarian or crisis settings.	Essential
3	Strong understanding of current medical practices, emergency response, and public health principles.	Essential
4	Excellent communication and facilitation skills, with the ability to engage diverse audiences effectively.	Essential
5	Ability to work independently and as part of a team, with strong organisational and project management skills.	Essential
6	Cultural sensitivity and adaptability to work in a variety of international and multidisciplinary environments.	Essential
7	Ability to scan the environment, anticipate changes, be comfortable with ambiguity and deal with a large number of elements interacting in diverse and unpredictable ways.	Essential
8	Fluent in English language	Essential
Personal Attributes		
9	Able to carry out the responsibilities of the role that they are assigned to, in a way which reflects UK-Med's commitment to safeguarding vulnerable groups and is in accordance with the Safeguarding Policy	Essential
10	Is committed to UK-Med's vision, mission, values and approach	Essential
11	Understands risk management and has professionalism and composure to implement UK-Med security policy	Essential
12	Able to demonstrate ability to ensure programme quality and impact, ability to be accountable for own work and make decisions in high pressure environment	Essential
13	Is a patient and good communicator (oral/written), who can function well in a working environment that involves a lot of diversity of cultures, languages and personal interests and agendas	Essential

14	Behavioural role model for peers and fellow team members and inspirational leader	Essential
Practical requirements		
154	Available immediately or within a short timescale	Essential
16	Existing right to work in Ukraine and travel through transit countries	Essential
17	Fit to deploy to Ukraine; willing and able to complete and pass medical clearance processes	Essential
187	In good standing with a history of good conduct; willing and able to undergo and pass UK-Med safeguarding vetting processes	Essential
UK-Med Core Humanitarian Competencies		
19	Understands operating contexts, key stakeholders and practices affecting current and future humanitarian interventions	Essential
20	Is accountable for own work and uses resources effectively to achieve lasting results	Essential
210	Develops and maintains collaborative and coordinated relationships with colleagues, stakeholders and staff	Essential
22	Operates safely and securely in pressured environments	Essential
23	Adapts to pressure and change to operate effectively within humanitarian context	Essential
24	Demonstrates humanitarian values and principles, and motivates others to achieve results in complex situations, independent of role, function or seniority	Essential

Key terms and benefits

Salary:	Up to GBP £3,800 gross per calendar month (dependent on experience)
Working hours:	Full-time; you will be required to work the hours as are necessary for the proper discharge of duties.
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 all required vaccinations to be cleared for deployment.</p>
Professional requirements:	There are no required professional memberships although relevant memberships may be an advantage.
Term of contract:	4 months.

UK-MED

Building a world
prepared to help