

UK-MED



Paediatric Nurse - Gaza

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

Are you a licensed Paediatric 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 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 a Paediatric Nurse that are enthusiastic about extending their knowledge and skills within a humanitarian environment and is available to deploy to Gaza.

Our ideal candidate will be confident and capable in assessing the current practices, developing action plans and implementation of necessary actions. Additional qualifications and experience in training in facility assessment and project management would be a distinct advantage. Experience practicing nursing in low resource / humanitarian contexts is highly desirable but not essential.

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 registration 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.

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 **10th May, 2024**

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

Paediatric Nurse

Job Title	Paediatric Nurse
Reports to	Medical Team Lead (MTL), Medical Coordinator (MedCo)
Duration	Till end of 31st of December 2024 (funding pipeline dependent), with potential extension
Hours	Full time, with some weekend and evening working required to support the humanitarian programme delivery.
Place of work	Gaza with travel to Cairo, Egypt

Purpose of role

The Paediatric Nurse's primary responsibility is to collaborate with local healthcare staff to establish and maintain proper protocols and policies for delivering patient care in designated paediatric wards and other healthcare facilities or communities as required. The post plays a key part in providing leadership and supervision, offering direct patient care, and, when necessary, conducting capacity-building and supportive supervision for local staff.

Key responsibilities

Activities

1	Collaborate in hospital units to provide immediate, direct care to the paediatric population in the local area, working alongside both national and international healthcare professionals.
2	Implement appropriate standards of care to ensure the well-being of patients and adherence to all escalation criteria, including providing training to local staff. Place a strong emphasis on nursing leadership. If needed, develop schedules and other tools to facilitate the efficient operation of the paediatric ward(s) and healthcare facilities.
3	Provide managerial oversight and direct line management for the paediatric aspect of the deployment. Ensuring all areas of managerial support are undertaken.
4	Develop and execute a paediatric nursing improvement plan in partnership with local and national healthcare colleagues.
5	Adapt clinical guidelines and establish standard operating procedures tailored to the identified facility(s), considering contextual needs and available resources.
6	Support the surveillance system within the designated facilities or areas by optimizing existing data collection systems.
7	Enhance healthcare facilities to establish clinically sound patient and staff workflows, providing training to national staff on these processes as well as on triage, admission, and escalation procedures to ensure optimal patient care
8	Ensure comprehensive evaluation of activities within the unit and maintain appropriate monitoring and reporting mechanisms.
9	Collaborate closely with all team members, including the Area Medical Coordinator/Medical Team Leader, to ensure that all activities are carried out safely and effectively.

10	Assist in managing medical emergencies according to competency levels, ensuring the proper escalation of deteriorating patients.
11	Administer appropriate treatments under the guidance of the Medical Team Leader/Medical Coordinator. Maintain accurate patient records in accordance with UK-MED information management systems, EMT Minimum Data Set (MDS) system, and local documentation. Engage patients in their care journey and assist in patient transfer or referral decisions.
12	Collaborate with other team members to ensure the health and safety of patients within the unit, adhering to all standard protocols (e.g., safe surgery, Infection Prevention and Control (IPC), hygiene practices, monitoring for protection and safeguarding issues, etc.).
13	Maintain comprehensive clinical records, including patient records, pre-operative assessments, post-operative plans, and rehabilitation plans, ensuring contemporaneous updates.
14	Participate in training and capacity-building activities as required, based on feedback from the Medical Coordinator/Medical Team Leader, with a focus on areas of relevant sub-specialty or experience.
15	Utilise World Health Organization (WHO) and Ministry of Health (MoH) guidance to uphold best practices in Infection Prevention and Control (IPC), thereby enhancing staff and patient safety.
16	Monitor for bacterial co-infections, sepsis, and/or septic shock, managing these conditions in coordination with local staff and UK-Medical Doctors.
17	Ensure the availability and effective use of necessary tools and guidelines across all relevant technical areas.
18	Ensure that national nursing staff adhere to protocols, policies, and guidelines established by the MoH and WHO, aligning with established best practices and global technical response standards.
Other	
19	Contribute to the team sitreps and liaise with MedCo/MTL as per request.
20	Support in the collection of data and reporting, both clinical and non-clinical
21	Actively participate in any technical working groups / MEAL reporting systems, as per needs and requests.
22	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.
23	Prepare an end of deployment report with a summary of activities and recommendations (for replacement position/upon MedCo/MTL request).
24	Support with logistics, WASH, team management etc as requested by the MedCo/MTL and undertake additional non-clinical duties.
25	Perform other job-related duties as assigned
26	Perform all other duties assigned by supervisor or manager
Safeguarding	
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.
General duties	
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 / READY / projects and programmes of work.
35	Support in the collection of data both clinical and non-clinical and the reporting of this

Person Specification

Qualifications / Professional Memberships		
1	A Bachelor of Science in Nursing (BSN) or equivalent nursing degree with a specialisation in paediatric nursing	Essential
2	Full licensure as a Registered Nurse (RN) or equivalent, registered with a recognised nursing regulatory body	Essential
3	Certification in Paediatric Immediate Life Support (PILS) or equivalent paediatric life support certification	Desirable
4	Additional relevant certifications or specialised training in paediatric nursing	Desirable
Knowledge, Skills and Experience		
5	Extensive experience working as a Paediatric Nurse in a clinical setting. With a minimum of 3 years post registration experience.	Essential
6	Demonstrated expertise in paediatric nursing, including: <ul style="list-style-type: none"> • Immediate intervention to stabilize paediatric patients in critical conditions. • Ordering and interpreting diagnostic tests. • Developing and implementing treatment plans in collaboration with healthcare teams. • Referring paediatric patients to appropriate specialists when necessary 	Essential
7	Proven experience in practicing paediatric nursing in resource-limited or challenging environments, showcasing adaptability and proficiency in such settings	Essential
8	A strong understanding of paediatric healthcare within humanitarian contexts, including anticipated challenges, and a comprehensive knowledge of common patterns of paediatric injuries/illnesses and effective nursing interventions during the critical early phases of a response period	Essential
9	Excellent communication and interpersonal skills; able to communicate complex technical requirements and information in an accessible way	Essential
10	IT proficiency, including MS Word, MS Excel, Email systems	Essential
11	Demonstrate strong ability to train and build capacity of others	Essential
12	Good standard of spoken and written language (equivalent to UN Level III) in English	Essential
13	Deployment in NGO/ humanitarian settings	Essential
14	Evidence of participating in training design and/or delivery	Highly Desirable
15	Cultural sensitivity and respect for diverse populations.	Essential
15	Evidence of managing teams in complex programmes across all aspects of the support required to ensure a successful outcome for the programme(s).	Essential
Personal Attributes		

17	Understanding of the moral and legal implications of humanitarian work	Essential
18	Strong understanding of Safeguarding and its importance in health	Essential
19	Able to communicate effectively with all members of a multi-disciplinary team	Essential
20	Medically fit for the context with a good understanding of the demands of a outbreak deployment	Essential
21	Experience of working within a variety of team settings and willingness to work flexible as per the demands of the deployment	Essential
22	Commitment to UK-Med's humanitarian mandate	Essential

UK-Med Core Humanitarian Competencies

23	Understanding humanitarian contexts and applying humanitarian principles and standards	Essential
24	Achieving Results	Essential
25	Developing and Maintaining Collaborative Relationships	Essential
26	Operating Safely and Securely at all Times	Essential
27	Managing in pressured and challenging environments	Essential
28	Demonstrating leadership	Essential

Key terms and benefits

Salary:	Up to GBP £3,500 to GBP £3,700 dependant on assignment and experience.
Working hours:	Full time, with some weekend and evening working required to support the humanitarian programme delivery.
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
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