

# UK-MED



## Theatre Nurse - Gaza

Candidate Information Pack

April 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:	Theatre Nurse
Remuneration:	GBP £3,500 - £3,700 gross per month (dependent on experience)
Hours:	Full time, with some weekend and evening working required to support the humanitarian programme delivery.
Duration:	Up to 31 <sup>st</sup> December 2024 (funding pipeline dependent) with opportunity for extension.
Location:	Gaza with travel to Cairo, Egypt

### **Are you an experienced Theatre Nurse that can work under pressure to support UK-Med during medical emergencies responses?**

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 for a Theatre Nurse 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.

You will be centred around providing safe and effective surgical care to individuals affected by crises and emergencies.

You will be responsible for Ensuring Patient Safety this includes maintaining a sterile environment, adhering to infection control practices, and implementing safety protocols to prevent surgical site infections and other complications.

You will be Providing High-Quality Perioperative Care, This involves collaborating with the surgical team to ensure proper patient preparation, assisting during surgical procedures, monitoring patients' vital signs, administering medications, and facilitating a smooth surgical workflow.

You will need to be prepared and ready to provide immediate nursing care during critical incidents, mass casualty situations, or trauma cases. You will assist in resuscitation efforts, manage life-threatening situations, and provide essential support to the surgical team.

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.

## 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 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

## Theatre Nurse

<b>Job Title</b>	Theatre Nurse - Gaza
<b>Reports to</b>	T2 Lead
<b>Duration</b>	Up to 31 <sup>st</sup> December 2024
<b>Hours</b>	Full time
<b>Place of work</b>	Gaza with travel to Cairo, Egypt

### Purpose of role

As a Theatre nurse, you will play a critical role in providing surgical care in humanitarian settings. You will be responsible for ensuring the smooth functioning of the operating theatre and supporting the surgical team.

### Key responsibilities

#### Activities

##### Technical:

1	The surgical/theatre nurse shall undertake or support the following duties (not exhaustive list): <ul style="list-style-type: none"> <li>• preparation of equipment and needs in theatre.</li> <li>• working with the surgeon and anaesthesiologists on any identified areas of technical support in theatre during surgical operations</li> <li>• monitoring of the patient's condition</li> <li>• potentially monitoring patients during recovery</li> <li>• conducting patient assessments if/when required</li> <li>• where needed, educating patients about their surgery and recovery</li> </ul>
2	Support national staff to ensure consistent care and provide assistance to maintain high standards of holistic nursing care, including advice related to patient care, medications and nutrition.
3	Where appropriate and required support task shifting activities with the development of teaching/training material and clinical support, supervision, and mentorship.
4	If needed, support staff to ensure critical cases are stabilized and maintain physiological parameters.
5	Ensure all necessary tools and guidelines in relevant technical areas are available and effectively used.
6	If required, organise or participates in any necessary internal or external meetings, to ensure continuity and quality of care to patients.
7	Support with the maintenance and reporting of the use of medications and medical consumables related to the workplace.
8	Ensure that patient records are maintained and are contemporaneous.



9	Support the establishment of any surveillance systems within the facility through daily data collection.
10	Ensure that the national nursing staff adhere to protocols, policies, and guidelines, as outlined by the MoH and WHO and are consistent with established best practices and global technical response standards.
<b>Infection Control and Safety:</b>	
11	Adhere to- and advocate for- strict infection control protocols, ensuring a sterile environment and minimizing the risk of surgical site infections.
12	Follow safety procedures, including handling sharps, disposing of hazardous waste, and maintaining a safe workplace.
13	Monitor and maintain adequate levels of sterile supplies and equipment, coordinating with the logistics team if needed.
<b>Emergency Response:</b>	
14	Participate in emergency preparedness and response efforts, being prepared to handle critical incidents and mass casualty situations.
15	Assist in resuscitation efforts, manage life-threatening situations, and provide emergency nursing care as required.
<b>Collaboration and Communication:</b>	
16	Collaborate effectively with the surgical team, anaesthetists, theatre support staff, and other healthcare professionals involved in patient care.
17	Communicate clearly and professionally, ensuring effective handover and documentation of patient care.
18	Contribute to interdisciplinary meetings, sharing insights and participating in quality improvement initiatives.
<b>Other</b>	
19	To supervise or manage other personnel as required under the terms of reference for the specific assignment
20	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.
21	To comply with all reasonable requests for vetting, health screening and sanctions checks and provide truthful and complete information.
22	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.
23	To undertake work outside of your core role as requested to support the success of the response.
24	Develop and maintain appropriate communication with the team and other relevant stakeholders.
<b>Safeguarding</b>	
25	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.

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

# Person Specification

## Theatre Nurse – Gaza

<b>Qualifications / Professional Memberships</b>		
1	Registered Nurse qualification with relevant licensure or registration in the respective jurisdiction.	Essential
2	Valid certification and registration as a Theatre Nurse Practitioner.	Desirable
<b>Knowledge, Skills and Experience</b>		
3	3 years post-registration clinical work experience	Essential
4	Prior experience in perioperative nursing, preferably including experience in emergency or humanitarian settings.	Essential
5	Knowledge of surgical procedures, sterile techniques, and perioperative nursing care.	Essential
6	Familiarity with infection control practices, health and safety protocols, and emergency response principles.	Essential
	Knowledge and experience with wound management (including traumatic and burns-related wounds)	Desirable
7	Excellent communication and interpersonal skills, including cultural sensitivity and the ability to work with diverse populations.	Essential
8	Strong organizational and multitasking abilities, with the capacity to work effectively in high-pressure environments.	Essential
9	Flexibility, adaptability, and willingness to work in challenging and resource-limited conditions.	Essential
10	Languages (Arabic)	Desirable
11	Deployment in Conflict /NGO/ humanitarian settings	Essential
12	Evidence of participating in training design and/or delivery	Desirable
13	Cultural sensitivity and respect for diverse populations.	Essential
<b>Personal Attributes</b>		
14	Understanding of the moral and legal implications of humanitarian work	Essential
15	Strong understanding of Safeguarding and its importance in health	Essential
16	Able to communicate effectively with all members of a multi-disciplinary team	Essential
17	Medically fit for the context with a good understanding of the demands of a conflict environment	Essential

18	Experience of working within a variety of team settings and willingness to work flexible as per the demands of the deployment	Essential
19	Commitment to UK-Med's humanitarian mandate	Essential
<b>UK-Med Core Humanitarian Competencies</b>		
20	Understanding humanitarian contexts and applying humanitarian principles and standards	Essential
21	Achieving Results	Essential
22	Developing and Maintaining Collaborative Relationships	Essential
23	Operating Safely and Securely at all Times	Essential
24	Managing in pressured and challenging environments	Essential
25	Demonstrating leadership	Essential

# Key terms and benefits

<b>Salary:</b>	GBP £3,500 - £3,700 gross per month (dependent on experience)
<b>Working hours:</b>	Full time, Immediate start not later than 1st of September 2023
<b>Safeguarding and sanctions:</b>	<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>
<b>Health and medical:</b>	<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>
<b>Professional requirements:</b>	Registration with professional body
<b>Term of contract:</b>	Up to 31 <sup>st</sup> December 2024.

# UK-MED

Building a world  
prepared to help