

# UK-MED



## UK-Med Register: Rehabilitation Specialist/Lead for Conflict Responses

Candidate Information Pack

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## The UK-Med Register

UK-Med is a frontline medical aid INGO. We've been working for over 20 years towards a world where everyone has the healthcare they need when crises or disasters hit. We're on-call to get to disaster zones at 24 hours' notice and save lives.

With crises becoming more frequent and severe, we also help communities get ready for future emergencies and we make sure that what we learn is shared, so people across the world can get the best care.

UK-Med responds to sudden onset disasters, disease outbreaks and other exceptional pressure on health systems by deploying surge health teams to provide extra clinical capacity and expertise. We both directly provide healthcare and undertake capacity building of local health systems and personnel.

We maintain a small core staff team who design, and develop our response capabilities, but the majority of people who deliver our services in the field come from our Register.

Our Register includes around 1000 professionals from across the world including doctors, nurses, rehabilitation workers, and other health professionals and humanitarian professionals.

**As a UK-Med Register Member for Rehabilitation, you may have a variety of opportunities to engage and participate in work with UK-Med including the following:**

- Provide rehabilitation services on an Emergency Medical Team responding to a disaster or as a part of another global response activity.
- Provide capacity building activities (e.g., trainings, clinical support) during a disaster response.
- Participate in our on-call register by committing to being available at short notice travel for a disaster response – participating in this increases the likelihood that you would be selected for a disaster response.
- Participate in mandatory professional development opportunities offered by UK-Med to ensure that all register members meet the minimum standards.
- Participate in optional professional development opportunities offered by UK-Med.
- Contribute to activities that strengthen our rehabilitation capabilities in global response:
  - Development of capacity building interventions (e.g., trainings, online learning packages, coaching) to strengthen skills of UK-Med register members and/or our partners (e.g., Ministry of Health staff, other NGOs, community organizations).
  - Delivery of training and capacity building activities for register members and/or health workers from partner organizations.
  - Development of standard operation procedures, clinical guidelines, and other supportive clinical documents.
  - Research designed to strengthen rehabilitation activities in disaster responses globally.

## Our commitment

We maintain a large Register to ensure that we can fill all roles required in the event of a major disaster. This means that not all members of the UK-Med Register will be offered an opportunity to join a disaster response.

When personnel are needed for a response, we will build our response team from our Register and core staff team – around 90% of personnel in our responses are Register members. Based on the needs shared by the communities impacted by the disaster, we will take into account the skills, competencies, availability, and readiness (whether all vetting has been completed) in deciding who to invite to join a team – this is always defined by delivering the best possible health outcomes for people and communities.

***Being offered a place on the UK-Med Register is not an offer of a job.*** Opportunities with UK-Med are very unlikely to come up frequently enough to provide a regular income, and you will need to plan to have other work that is flexible enough to allow you to join UK-Med responses as required. This means that the UK-Med Register is not suitable for everyone.

## Our requirements - To be part of our Register you will need the following:

- You must hold relevant qualification/s in a field of rehabilitation, as applicable in your country (e.g., educational degree, a current license).
- English language is required. Additional language skills will be an advantage.
- Readiness for deployment - you will be ready, willing, and available to travel, potentially at short notice, and stay between 3 to 6 weeks, or longer. You don't have to be available every day of the year.
  - Note, a special arrangement exists for UK NHS staff, under which people can be released from their job to be deployed for three weeks at a time. For non-NHS staff, if helpful, UK-Med can provide supportive documentation so that you can create an arrangement with your employer.
- Clinical and professional experience – you must already be established in your profession to be able to meet the demands of the roles and contexts you will be in during our responses. The expertise and skills requirements are included in the person specification – if you do not meet these, please don't apply.
- Humanitarian competencies – UK-Med has defined a set of core humanitarian competencies that are required for all Register members. You will be expected to demonstrate these through real examples from your previous work or volunteering, as well as participate in mandatory professional development courses that we offer.
- Suitability – We expect all Register members to have the highest standards of personal and professional conduct, and to share our commitment to Safeguarding and Equality, Diversity, and Inclusion. We undertake extensive vetting to make sure that candidates meet our high standards of conduct. We also require all Register members to complete medical assessments to ensure that they are medically fit for deployment in our responses.

## 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:	UK-Med Register: <b>Rehabilitation Specialist/Lead</b>
Remuneration:	If deployed, starting rate expected to be £3400 to £3700 GBP per month (dependent on experience)
Hours:	No guarantee of any work, but if deployed work will be full-time.
Duration:	Minimum of 4-12 weeks, starting 1 <sup>st</sup> December (longer availability is highly desirable)
Location:	Internationally to any UK-Med response, with high likelihood in conflict areas including Lebanon, Gaza, and Ukraine.

**Are you ready to apply your expertise as a Rehabilitation Specialist to increase accessibility to rehabilitation services for communities affected by conflict?**

UK-Med, a frontline medical aid charity inspired by the NHS, has over 30 years of experience providing essential healthcare where it's needed most during crises or disasters. Rehabilitation plays a unique and critical role in these responses, and we are excited to expand our capabilities to lead in global rehabilitation efforts.

As of November 2024, we currently have rehabilitation services as part of an EMT response in Gaza and Lebanon. Therefore, we are looking for Rehabilitation Specialists that bring skills and experiences to participate in our current responses in conflict areas. Our Health Team depends on our register to deliver impactful services across a range of global response activities.

Joining UK-Med means a competitive salary, robust benefits, a supportive work environment, and the opportunity to make a meaningful impact in humanitarian programming. You will bring determination, compassion, and collaboration, along with a commitment to continuous learning and development. Additional language skills are an asset.

We offer excellent learning opportunities and occasional deployments to international humanitarian responses, should you choose to join our register.

## How to apply

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

**Please provide a specific example of training materials you have developed, including details on the purpose, target audience, and any measurable outcomes. This example will support our assessment of your experience and approach to training development.**

This vacancy will close as soon as we have received enough strong applications. Please apply as soon as possible.

**The selection process consists of two stages:**

Interview Stage: All applicants will go through an initial interview stage.

Selection Training Stage: Applicants who pass the interview stage and do not have a minimum of 3 years of humanitarian experience will be required to complete a selection training.

***We look forward to receiving your applications and potentially welcoming you to our team of dedicated humanitarian surgeons at UK-Med.***

*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 multidisciplinary 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. 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, rehabilitation, 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. 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, rehabilitation specialist teams, or a field hospital including surgical team, rehabilitation, 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

## UK-Med Register: Rehabilitation Specialist

<b>Job Title</b>	UK-Med Register: Rehabilitation Specialist/Lead
<b>Reports to</b>	Senior Health Advisor - Rehabilitation
<b>Duration</b>	Minimum of 4-12 weeks (longer availability is highly desirable)
<b>Hours</b>	No guarantee of any work, but if deployed work will be full-time.
<b>Place of work</b>	Internationally to any UK-Med response, with high likelihood in conflict areas including Lebanon, Gaza, and Ukraine.

### Purpose of role

As a Rehabilitation Specialist with UK-Med, you will contribute to global response activities by:

1. Delivering direct rehabilitation services as part of an Emergency Medical Team or other response programs.
2. Designing and delivering capacity building activities that are contextually and culturally effective.
3. Contributing to the establishment and/or strengthening of effective multidisciplinary rehabilitation services within national healthcare facilities.
4. Contributing to the development of rehabilitation resources, such as training materials, procedures, practice guidelines, and research.
5. Participating in training and professional development opportunities.

### Key responsibilities

1	Work collaboratively within a multidisciplinary team, both national and international, to provide culturally and contextually relevant rehabilitation services.
2	Collect and document data on rehabilitation assessments and treatments to support quality clinical care, research, and monitoring and evaluation activities, following UK-Med's information management systems and local requirements where applicable.
3	Ensure safe and effective practice through teamwork, contributing to a secure and efficient working environment.
4	Plan and coordinate timely discharge, discussing arrangements with patients and families, identifying referral needs, and making necessary referrals.
5	Support the development and implementation of effective care pathways, facilitating internal and external referrals.
6	Deliver rehabilitation services within your professional scope, licensing, and skill set, following best practices for disaster response and UK-Med policies.
7	Facilitate the physical accessibility of treatment facilities, aligning with EMT standards and UK-Med policies.

8	Provide assistive products that enhance individuals' functionality in their daily environments, including proper selection, fitting, training, and follow-up.
9	Perform rehabilitation triage, identifying needs for immediate medical services, and determining appropriate rehabilitation interventions with each person.
<b>Coordination and Communication</b>	
10	Collaborate with UK-Med's Senior Health Advisor for Rehabilitation and other leadership as needed for clinical support and supervision.
11	Engage with community stakeholders, such as MOH, community rehab organizations, and healthcare workers, to foster collaboration for high-quality rehabilitation services and support for UK-Med activities.
<b>Capacity Building and Needs Assessment</b>	
12	Support the design and delivery capacity-building initiatives (based on identified needs) through embedding within host structures, skills-building trainings, and mentorship
13	If required, work within a team to conduct a needs assessment, ensuring service accessibility and acceptability for vulnerable populations.
<b>Safeguarding</b>	
14	Comply with and uphold UK-Med safeguarding policies including child protection and prevention of sexual exploitation.
15	Report all possible breaches of policy or Codes of Conduct through the appropriate channels and in a timely fashion.
<b>Additional Tasks</b>	
16	Participate in our on-call register by committing to being available at short notice travel for a disaster response.
17	Participate in mandatory professional development opportunities offered by UK-Med to ensure that all register members meet the minimum standards
18	Participate in optional professional development opportunities offered by UK-Med.
19	Contribute to the development of capacity building interventions (e.g., trainings, online learning packages, coaching) to strengthen skills of UK-Med register members and/or our partners (e.g., Ministry of Health staff, other NGOs).
20	Contribute to delivering training and capacity building activities for register members and/or health workers of partner organizations.
21	Contribute to the development of standard operation procedures, clinical guidelines, and other supportive clinical documents.
22	As feasible and in agreement with research focal points in UK-Med, contribute to research designed to strengthen rehabilitation activities in disaster responses globally.
<b>General Duties</b>	
23	To ensure and promote Equality, Diversity and Inclusion (EDI) in line with UK-Med's EDI Policy.
24	Comply with all financial and procurement policies and procedures, including those relating to anti-bribery, anti-terrorism, and anti-slavery.

25	Support UK-Med’s environmental policies and procedures, taking personal responsibility for contributing to reducing negative environmental impacts.
27	Undertake training and comply with vetting requirements (including CRB / police checks, referencing) appropriate to the role as specified by UK-Med.
28	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.
29	Other tasks as might be required to ensure effective delivery of UK-Med / READY / projects and programmes of work.

# Person Specification

## UK-Med Register: Rehabilitation Specialist

<b>Qualifications / Professional Memberships</b>		
Q1	Qualifications / Educational Degree / Professional registrations in a relevant field of rehabilitation (and as relevant for your home country) including physiotherapy, physical therapy, and occupational therapy	Essential
Q2	Experience providing rehabilitation in low resource/austere environments which may include humanitarian contexts like low- and middle-income countries, contexts where rehabilitation field is in early stages of development, and/or communities affected by war, violence, disasters, and emergencies.	Essential
Q3	Experience participating in training related to providing rehabilitation services in humanitarian settings, disaster responses, emergency responses, and/or low resource/austere environments.	Highly Desirable
<b>Knowledge, Skills, and Experience</b>		
S1	Skills and experience providing rehabilitation in physical trauma and medical rehabilitation settings.	Essential
S2	Basic skills and experience with the provision of assistive products – assessment, selection, fit, training, and follow-up.	Highly Desirable
S3	Skills and experience with early mobilization (defined as supporting a person to perform safe and appropriate physical activity immediately after the onset of a critical illness or injury).	Essential
S4	Skills and experience with discharge planning, coordination, and supporting people and families to be ready for safe discharge into the community.	Essential
S5	Skills and experience leading and/or collaborating within a multidisciplinary, interdisciplinary, and/or transdisciplinary team.	Essential
S6	Skills and experience with referrals and follow-up (identifying needs, making referrals in unique contexts, educating people and their family about referrals).	Essential
S6	Skills and experience with active rehabilitation interventions including therapeutic exercise, functional training, training to improve participation in activities of daily living, body positioning, and education to the person and their family.	Essential

S7	Skills and experience with rehabilitation assessment and treatment documentation and data collection in alignment with best practice standards.	Essential
S8	Skills and experience in basic splinting including fit and education regarding wrist and KAFO; Advanced splint fabrication and fitting is advantageous.	Desirable
S9	Skills and experience with providing rehabilitation for basic respiratory health (Including identifying signs of inhalation injury; Positioning; Active cycle breathing; forced expiratory technique; Bubble PEP; Active chest clearance techniques; Airway clearance games for children).	Desirable
S10	Skills and experience with embodying a psychological trauma-informed approach and utilizing psychological first aid skills while providing rehabilitation services for diverse populations.	Desirable
S11	Skills and experience conducting rehabilitation needs assessments and subsequently designing and implementing rehabilitation services that center the needs of vulnerable populations to promote the accessibility and acceptability of services.	Desirable
S12	Skills and experience developing and delivering capacity building activities including trainings, clinical supervision, and clinical mentorship (ideally in low resource settings).	Desirable
S13	Fluency in spoken and written English.	Essential
S14	Fluency in additional languages.	Desirable
S15	Excellent communication and interpersonal skills; able to communicate complex technical requirements and information in a simple way.	Essential
<b>Personal Attributes</b>		
P1	Understanding of the moral and legal implications of humanitarian work.	Essential
P2	Strong understanding of Safeguarding and its importance in health.	Essential
P3	Collaborative and an excellent team worker, skilled in working across and within trans-disciplinary and multi-cultural teams.	Essential
P4	Medically fit for the context with a good understanding of the demands of a deployment.	Essential
P5	Flexible and adaptable with the ability to respond to changing situations while maintaining consistent treatment approaches through the use of guidelines and protocols.	Essential
P6	Commitment to embodying values of health justice and UK-Med's humanitarian mandate.	Essential
P7	Contributes to creating a psychologically safe environment for all, with specific sensitivity to matters concerning culture, gender, physical and cognitive ability, religion, race, and nationality.	Essential

P8	Excellent time and task management skills, communication skills and attention to detail	Essential
P9	Works independently within area of responsibility and knows when to involve others.	Essential
P10	A commitment to own learning and development and willingness to undertake Continuing Professional Development.	Essential
P11	Willingness and suitability to travel throughout the world to any of the UK-Med responses	Essential
P12	Willing to comply with and able to pass medical and safeguarding checks required to ensure suitability for deployment	Essential

## Key terms and benefits

<b>Salary:</b>	If deployed, starting rate expected to be £3400 to £3700 GBP per month (dependent on experience)
<b>Working hours:</b>	No guarantee of any work, but if deployed work will be full-time.
<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>	Qualifications / Educational Degree / Professional registrations in a relevant field of rehabilitation (and as relevant for your home country)
<b>Term of contract:</b>	Minimum of 4-12 weeks (longer availability is highly desirable)

# UK-MED

Building a world  
prepared to help