

UK-MED



UK-Med Register: Paediatric Nurse

Candidate Information Pack

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uk-med.org

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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, other health professionals and humanitarian professionals.

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 in most years, most members of the UK-Med Register will not be offered any opportunity to join a 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. We will take account of 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 our patients.

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.

The UK-Med Register provides personnel both for UK-Med independent responses and for responses of the UK Emergency Medical Team which deploys on behalf of the UK Government.

Our requirements

To be part of our Register you will need the following:

- Deployment - you will be ready, willing, and available to deploy internationally, potentially at short notice, and stay for 6 weeks or more. You don't have to be deployable every day of the year, but you will need to be able to be on call to support and advice in making decisions and facilitating in potentially difficult circumstances.
- 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.
- Clinical and/or professional expertise – 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. You must have a minimum of 3 years post registration experience in Paediatric Nursing. 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. If you are an experienced humanitarian, you will be expected to demonstrate these through real examples from your previous work or volunteering. If you are a skilled clinician with limited or no humanitarian experience, you will be expected to display these competencies through our selection training activities.
- 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:	Paediatric Nurse - Register
Remuneration:	GBP £3,300 to GBP £3,600 gross per month (Dependant on assignment and experience)
Hours:	UK-Med Register role, no guarantee of any work, but if deployed work will be full-time.
Duration:	Register members who deploy will be offered fixed-term contracts. The duration will depend on the requirements of the response, but responses are between 4 and 12 weeks.
Location:	Internationally / any of the UK-Med responses including Ukraine and or to various other locations.

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 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 Paediatric Nurses that are enthusiastic about extending their knowledge and skills within a humanitarian environment. 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 join our register.

Our ideal candidates 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 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.

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.

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)

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	Register members who deploy will be offered fixed-term contracts. The duration will depend on the requirements of the response, but most responses are between 4 and 12 weeks.
Hours	UK-Med Register role, no guarantee of any work, but if deployed work will be full-time.
Place of work	Internationally / any of the UK-Med responses

Purpose of role

The Paediatric Nurse provides skilled, compassionate care to children in emergency settings as part of the Emergency Medical Team (EMT). They assess, treat, and support paediatric patients in acute and resource-limited environments, ensuring age-appropriate care while collaborating with multidisciplinary teams to deliver life-saving interventions.

The Paediatric Nurse should establish and maintain proper protocols and policies for delivering patient care in designated paediatric wards and other healthcare facilities or communities as required. This role involves 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	Develop and execute a paediatric nursing improvement plan in partnership with local and national healthcare colleagues.
4	Adapt clinical guidelines and establish standard operating procedures tailored to the identified facility(s), considering contextual needs and available resources.
5	Support the surveillance system within the designated facilities or areas by optimizing existing data collection systems.
6	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
7	Ensure comprehensive evaluation of activities within the unit and maintain appropriate monitoring and reporting mechanisms.

8	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.
9	Assist in managing medical emergencies according to competency levels, ensuring the proper escalation of deteriorating patients.
10	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.
11	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.).
12	Maintain comprehensive clinical records, including patient records, pre-operative assessments, post-operative plans, and rehabilitation plans, ensuring contemporaneous updates.
13	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.
14	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.
15	Monitor for bacterial co-infections, sepsis, and/or septic shock, managing these conditions in coordination with local staff and UK-Med guidance.
16	Ensure the availability and effective use of necessary tools and guidelines across all relevant technical areas.
17	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	
18	Contribute to the team sitreps and liaise with MedCo/MTL as per request.
19	Support in the collection of data and reporting, both clinical and non-clinical
20	Actively participate in any technical working groups / MEAL reporting systems, as per needs and requests.
21	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.
22	Prepare an end of deployment report with a summary of activities and recommendations (for replacement position/upon MedCo/MTL request).
23	Support with logistics, WASH, team management etc as requested by the MedCo/MTL and undertake additional non-clinical duties.
24	Perform other job-related duties as assigned
25	Perform all other duties assigned by supervisor or manager

Safeguarding

26	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.
27	Report all possible breaches of policy or Codes of Conduct through the appropriate channels in a timely fashion.

General duties

28	To ensure and promote Equality, Diversity and Inclusion (EDI) in line with UK-Med's EDI Policy.
29	Comply with all financial and procurement policies and procedures, including those relating to anti-bribery, anti-terrorism, and anti-slavery.
30	Support UK-Med's environmental policies and procedures, taking personal responsibility for contributing to reducing negative environmental impacts.
31	Undertake training and comply with vetting requirements (including CRB / police checks, referencing) appropriate to the role as specified by UK-Med.
32	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.
33	Other tasks as might be required to ensure effective delivery of UK-Med / READY / projects and programmes of work.
34	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	Postgraduate qualification or specialist training in Paediatric Nursing Care	Desirable
3	Full licensure as a Registered Nurse (RN) or equivalent, registered with a recognised nursing regulatory body	Essential
4	Certification in Paediatric Immediate Life Support (PILS) or equivalent paediatric life support certification (Advanced Paediatric Life Support (APLS))	Desirable
Knowledge, Skills and Experience		
1	Extensive experience and expertise in managing ill children with complex medical needs.	Essential
2	Minimum of 3 years' experience (post-registration) in paediatric nursing	Essential
3	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 patients as per their health status 	Essential
4	Experienced in managing paediatric cases under pressure, ensuring precise and timely clinical decisions in resource-constrained environments, showcasing adaptability and proficiency in such settings	Essential
5	Demonstrated experience working in low-resource settings, humanitarian missions, or emergency contexts	Desirable
6	Familiarity with humanitarian healthcare principles, including Sphere Standards and WHO guidelines and 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
7	Knowledge of medical logistics and resource management in field settings.	Desirable
8	Experience in training and mentoring healthcare professionals and training design for paediatric patients.	Highly Desirable
9	Cultural sensitivity and respect for diverse populations.	Essential

10	Excellent communication and interpersonal skills to navigate cross-cultural and multidisciplinary environments	Essential
11	IT proficiency, including MS Word, MS Excel, Email systems	Essential
Personal Attributes		
14	Understanding of the moral and legal implications of humanitarian work	Essential
15	Strong understanding of Safeguarding and its importance in health. Compassionate and empathetic, with a strong commitment to ethical care.	Essential
16	Able to communicate effectively with all members of a multi-disciplinary team	Essential
17	Medically fit for the context: Up-to-date vaccinations, including for diseases prevalent in deployment areas (just before deployment)	Essential
18	Strong problem-solving skills and ability to work effectively under pressure.	Essential
19	Willingness to travel to high-risk or austere environments on short notice.	Essential
UK-Med Core Humanitarian Competencies		
22	Understanding humanitarian contexts and applying humanitarian principles and standards	Essential
23	Achieving Results	Essential
24	Developing and Maintaining Collaborative Relationships	Essential
25	Operating Safely and Securely at all Times	Essential
26	Managing in pressured and challenging environments	Essential
27	Demonstrating leadership	Essential

Key terms and benefits

Salary:	Up to GBP £3,300 to GBP £3,600 dependant on assignment and experience.
Working hours:	UK-Med Register role, no guarantee of any work, but if deployed work will be full-time.
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
Term of contract:	Register members who deploy will be offered fixed-term contracts. The duration will depend on the requirements of the response, but most responses are between 4 and 12 weeks.

UK-MED

Building a world
prepared to help