

# UK-MED



## UK-Med Register: Medical Doctor – Anaesthetist and Intensivist

Candidate Information Pack

February 2025

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[uk-med.org](http://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. 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.



UK-Med is the most deployed Emergency Medical Team globally, responding to complex humanitarian healthcare emergencies at speed and scale. 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.

Since late February 2022, we have been responding to calls for help with the crisis in Ukraine. We now have programmes across Ukraine including surgical support, health clinics, and emergency preparedness training. More than 30,000 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 crises and can also respond to any crisis, anywhere in the world, under our own banner.

In February 2023, UK-Med deployed the UK Emergency Medical Team field hospital to Turkey in response to the earthquakes there. Since launching our response in Gaza in late 2024, we have created two field hospitals within the Gaza strip and supported surgical departments in several locations. Over 240,000 patients have benefited from UK-Med's treatment so far.

## UK-Med Chief Executive Officer

David Wightwick

## Advert

Role:	Medical Doctor – Anaesthesia and intensive care
Remuneration:	Up to £8,000 per month (dependent on 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 most responses are between 4 and 12 weeks.
Location:	Internationally and/or to any of the UK-Med responses.

### **Are you a licensed medical doctor experienced in providing anaesthesia medical care in humanitarian settings?**

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 Medical Doctors specialising in anaesthesia and intensive care 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.

Our ideal candidates will be fully licensed and experienced medical doctors, who have significant experience working in the anaesthetic department providing perioperative care to adults, children and maternity services. This will include aspects of both general and regional anaesthesia. You will be confident and capable in the management of level II and III critically ill patients. You will have experience practicing in low resource / humanitarian contexts.

You must hold a current medical license and able to demonstrate your current and unconditional membership of a suitable registering organisation. You must hold specific qualifications / professional registrations in anaesthesia, dual certification in intensive care is not essential.

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 excellent learning opportunities and occasional opportunities to work in international humanitarian responses.

## 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](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

## Medical Doctor anaesthesia and intensive care

<b>Job Title</b>	Medical Doctor anaesthesia and intensive care
<b>Duration</b>	The duration will depend on the requirements of the response, but most responses are between 4 and 12 weeks.
<b>Reports to</b>	Medical Coordinator (MedCo)
<b>Hours</b>	Full time
<b>Place of work</b>	Internationally and/or to any of the UK-Med responses.

### Purpose of role

To provide excellent clinical care in the field of emergency medicine and support the capacity building of health systems.

### Key responsibilities

#### Clinical Practice

1	Provide perioperative and high level/intensive care to patients in line with best practice and evidenced treatment and management pathways.
2	Ensure consistent standards of care in all areas of holistic case management within the realms of perioperative and intensive care, including the provision of appropriate treatment, medication and nutrition.
3	Ensure anaesthetised patients are stabilised and maintain physiological parameters in line with established international standards of care.
4	Assess patients, and plan safe, effective anaesthesia. Assess critically ill patients, diagnose and plan their intensive care management in conjunction with the multidisciplinary team.
5	Provide excellent patient care and support and champion others to ensure excellent care is given throughout the perioperative period or intensive care stay. It is expected you will adhere to protocol implementation and maintain compliance with all medical ethics.
6	Prescribe drug treatments as required and ensure safe and effective administration in line with established best practice and aligned with the agreed protocols of the relevant Ministry of Health (MoH).
7	Work with other members of the medical team to ensure effective implementation and adaptation of triage and mass casualty protocols and train others in their implementation.
8	Where required, line manage or supervise other clinical staff (international and/or national staff) in the completion of their duties to ensure the effective functioning of theatres and intensive care; and the provision of high quality care for all patients
9	Ensure that all necessary tools and guidelines in all relevant technical areas are available and being used effectively; where necessary design and deliver training programs to establish these practices and implementation.

10	Champion appropriate rehabilitation interventions in collaboration with the rehab specialists.
11	Implement protocols, policies and guidelines, as outlined by the local MoH and WHO and consistent with established best practices and global technical response standards.
12	Take necessary precautions to ensure staff and patient safety and promote infection prevention and control (IPC) in all treatment and care.
13	Provide any leadership and management to both UK-Med and Ministry of Health personnel to deliver the above as required.
<b>Expert advisory and Capacity Building</b>	
14	To support the professional development of other personnel through delivery of training, coaching, reviews or other mechanisms as appropriate.
15	Design and develop training materials and other capacity building materials to develop local capacity.
16	Provide technical guidance for anaesthesia/intensive care, developing SOPs and tools as required.
<b>Other essential health programming</b>	
17	Work positively with colleagues in a multidisciplinary team, respecting the contribution and expertise of different professions and clinical specialisms.
18	Support both clinical and operational staff to ensure that any RCCE plan is delivered and implemented within theatres, the the high dependency areas and/ or points of entry within the medical facility.
19	Support surveillance systems within supported facility/facilities through daily data collection.
20	Support the Medical Coordinator with the provision of information for weekly reports and project monitoring.
21	Support the development of sustainable program plans which lead to a stronger impact of field deployments.
22	Contribute to exit planning to ensure sustained benefits from UK-Med's work.
23	<b>Other role duties and responsibilities</b>
24	Recognise and work within the limits of competency.
25	To supervise or manage other personnel as required under the terms of reference for the specific assignment (context and deployment dependent).
26	To comply with Codes of Conduct and uphold the values, standards and policies of UK-Med, including those relating to safety and security, safeguarding and clinical / professional standards and practice
27	To comply with all reasonable requests for vetting, health screening and sanctions checks and provide truthful and complete information

28	To undertake any reasonable work outside of your core role as requested to help support the continued success of the response
29	To represent UK-Med, the UK EMT and partners / donors in a professional and appropriate manner, upholding the good reputation of UK-Med and programmes you are associated with
30	Support liaison with any local Emergency Working groups & other relevant humanitarian actors for collaboration and partnership to strengthen local capacity in the field, as per request.
<b>Safeguarding</b>	
31	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.
32	Report all possible breaches of policy or Codes of Conduct through the appropriate channels in a timely fashion.
<b>General duties</b>	
33	To ensure and promote Equality, Diversity and Inclusion (EDI) in line with UK-Med's EDI Policy.
34	Comply with all financial and procurement policies and procedures, including those relating to anti-bribery, anti-terrorism, and anti-slavery.
35	Support UK-Med's environmental policies and procedures, taking personal responsibility for contributing to reducing negative environmental impacts.
36	Work within the security framework and subsequent rules and procedures put in place for the deployment depending on the context.
37	Undertake training and comply with vetting requirements (including CRB / police checks, referencing) appropriate to the role as specified by UK-Med.
38	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.
39	Other tasks as might be required to ensure effective delivery of UK-Med / UK EMT deployments, projects and programmes of work.

# Person Specification

## Medical Doctor Anaesthesia/intensive care

<b>Qualifications / Professional Memberships</b>		
Q1	Full medical degree (e.g. BMBS, BMed, MD)	Essential
Q2	Fully licensed Medical Doctor, registered with an appropriate professional body as an anaesthetist e.g. full FRCA	Essential
Q3	Qualified in ACLS or ATLS (or recognized equivalent, ex. BEC, ITLS)	Desirable
Q4	Other relevant qualifications- e.g. FFICM	Desirable
<b>Knowledge, Skills and Experience</b>		
S1	Substantial experience working as a fully licensed Medicine Doctor.	Essential
S2	Demonstrable expertise in anaesthesia an intensive care, including conducting the following clinical activities: Immediate assessment, resuscitation and stabilisation of patients, assessment and planning of anaesthesia and perioperative care, pain management, use of regional anaesthesia, provision of anaesthesia support to maternity services, assessment and management of patients requiring high dependency or critical care, ongoing management of critical care patients.	Essential
S3	Demonstrated experience of practicing anaesthesia and intensive care in low resource environments and a demonstrable ability to adapt and practice in low resource environments.	Essential
S4	Strong understanding of humanitarian contexts and expected challenges, and a good understanding of typical patterns of injury/illness and effective medical interventions to be implemented in the critical days of a response period	Essential
S5	Excellent communication and interpersonal skills; able to communicate complex technical requirements and information in an accessible way	Essential
S6	IT proficiency, including MS Word, MS Excel, Email systems	Essential
S7	Demonstrate strong ability to train and build capacity of others	Essential
S8	Good standard of spoken and written language (equivalent to UN Level III) in English	Essential
S9	Additional languages particularly Arabic	Desirable

S10	Experience working in conflict response/settings	Essential
<b>Personal Attributes</b>		
A1	Personal integrity and the highest standards of personal conduct	Essential
A2	Commitment to high performance, striving for excellence in all aspects of work	Essential
A3	Determined; working hard to get the job done and finding solutions to problems	Essential
A4	Compassionate; putting the health and wellbeing of patients and colleagues at the heart of all actions	Essential
A5	Collaborative; inclusive and respectful in all interactions with others, and an active and skilled communicator	Essential
A6	Committed to learning; continuously developing own skills, supporting the development of others and contributing to continuous improvement	Essential
A7	Able to work independently with limited supervision	Essential
<b>Practical requirements</b>		
P1	Will be practically available frequently enough, for long enough periods to deploy to diverse contexts	Essential
P2	Willing to commit time to and provide authorisation for vetting procedures, medical clearance, training and development and other readiness activities	Essential

## Key terms and benefits

<b>Salary:</b>	Up to £8,000 per month (dependent on experience)
<b>Working hours:</b>	Full time
<b>Annual Leave:</b>	Pro rata of 33 days per year inclusive of entitlement to public holidays.
<b>Health:</b>	<p>You must be fit to deploy and agree to undertake medical assessments to confirm this fitness</p> <p>You must complete course of all required vaccinations to be cleared for deployment.</p>
<b>Safeguarding:</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>Professional requirements:</b>	<p>Fully licensed Medical Doctor, registered with an appropriate professional body as an Anaesthetist.</p> <p>Specific qualifications / professional registrations in Anaesthesia.</p>

# UK-MED

Building a world  
prepared to help