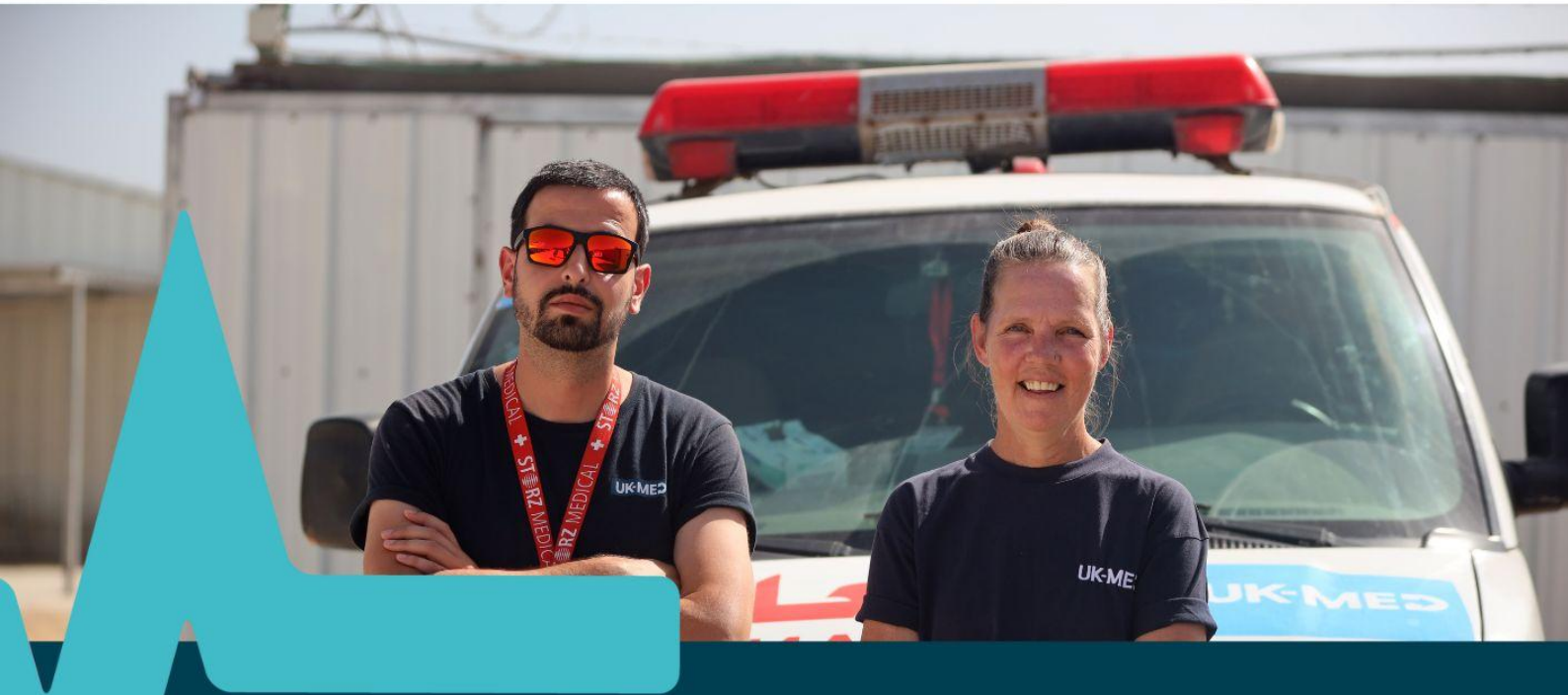


# UK-MED



## UK-Med Register: In patient nursing – all age

Candidate Information Pack

2025

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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.

## Introduction



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:	In patient nursing – all ages   2025
Remuneration:	GBP £3,400 to GBP £4,000 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 an experienced In-Patient Nurse ready to deliver quality care to patients of all ages in humanitarian settings?

UK-Med is a frontline medical aid charity. Born out of the British National Health Service, we have been delivering emergency medical support for over 30 years – working towards a world where everyone can access quality healthcare when crises or disasters strike.

We are seeking **In-Patient Nurses (All Ages)** who are passionate about delivering safe, compassionate, and high-quality nursing care in complex and often low-resource environments. You will need to be available to travel and work internationally at short notice for a minimum of **4–6 weeks** (with longer availability highly desirable) to join our Register.

In this role, you will provide comprehensive nursing care for both adult and paediatric patients in inpatient facilities such as field hospitals, health centres, or mobile clinics. Working as part of a multidisciplinary team, you will support the full patient journey – from admission through to discharge or referral – ensuring best practices in nursing care are consistently applied.

You will also play a key role in mentoring and supporting local health workers and partners, contributing to capacity-building efforts that enhance the long-term delivery of care in humanitarian settings.

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 an influential role in humanitarian programming.

## 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

## In patient nursing – all ages - Register

<b>Job Title</b>	In patient nursing – all ages
<b>Reports to</b>	Medical Coordinator (MedCo)
<b>Duration</b>	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.
<b>Hours</b>	UK-Med Register role, no guarantee of any work, but if deployed work will be full-time.
<b>Place of work</b>	Internationally / any of the UK-Med responses, including outbreak, disaster and conflict at various locations.

### Purpose of role

To provide direct clinical care and support to in-patients of all ages within field hospitals, temporary health facilities, or mobile clinics in humanitarian settings. The In-Patient Nurse will play a key role in delivering high-quality, patient-centred care, while also supporting emergency assessments, and contributing to the training and capacity-building of national healthcare staff as required.

### Key responsibilities

#### Activities

1	Take the lead on all in-patient nursing activities, delivering care within the scope of practice appropriate to the setting and patient population.
2	Provide high-quality nursing care across a range of conditions and age groups, from triage through to discharge or referral, in line with clinical protocols and best practices.
3	Monitor and manage patients requiring close observation and continuous nursing care, identifying early signs of deterioration and escalating appropriately.
4	Maintain accurate and confidential patient records, ensuring secure handling of clinical documentation in line with data protection regulations and UK-Med standards.
5	Identify and report any gaps or deviations in clinical procedures to support timely improvements and uphold patient safety.
6	Attend internal and external clinical or coordination meetings to support continuity of care and effective multidisciplinary collaboration.
7	Provide on-the-job support and mentorship to Ministry of Health and partner organisation staff, offering context-appropriate clinical guidance.
8	Participate in assessments of health facilities and care pathways when required, contributing insights for response planning and service improvement.
9	Support the training and capacity-building of local nursing teams, particularly in areas related to safe in-patient care and basic clinical procedures.
10	Assist in collecting and reporting relevant clinical data, including patient outcomes and service delivery indicators.

11	Support data management processes by ensuring accurate and timely documentation of care activities.
12	Undertake ad hoc duties as assigned by the Team Lead and/or Medical Coordinator.
<b>Expert advisory and capacity building</b>	
13	Support the professional development of other personnel through delivery of training, coaching, reviews or other mechanisms as appropriate
14	Participate in the preparation of any agreed team weekly report.
15	Contribute to donor proposals donor and internal reports as requested.
16	Report any medical adverse or near miss incidents to the Medical Coordinator.
17	Advocate for optimal care and outcomes for all patients encountering the ORST, bearing in mind safeguarding protocols.
18	Provide input as required into SOPs and adapt where appropriate.
<b>Other</b>	
18	Contribute to the team sitreps and liaise with MedCo 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 request).
23	Support with logistics, WASH, team management etc as requested by the MedCo and undertake additional non-clinical duties.
24	Perform other job-related duties as assigned
25	Perform all other duties assigned by supervisor or manager
<b>Safeguarding</b>	
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.
<b>General duties</b>	
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 projects and programmes of work.
34	Support in the collection of data both clinical and non-clinical and the reporting of this

# Person Specification

<b>Qualifications / Professional Memberships</b>		
1	A Nursing degree or diploma	Essential
2	Valid registration with the NMC (UK) or an equivalent national nursing registration body	Essential
<b>Knowledge, Skills and Experience</b>		
3	3 years post-registration clinical work experience in general nursing (wards – MAU/SAU etc).	Essential
4	Past experience delivering care in a low-resource environment	Essential
5	Languages (French, Arabic, Spanish)	Desirable
6	Past deployment in humanitarian settings	Desirable
7	Evidence of participating in training design and/or delivery	Essential
8	Excellent communication and interpersonal skills; able to communicate complex technical requirements and information in an accessible way	Essential
9	IT proficiency, including MS Word, MS Excel, Email systems	Essential
10	Demonstrate strong ability to train and build capacity of others	Essential
11	Good standard of spoken and written language (equivalent to UN Level III) in English	Essential
12	Cultural sensitivity and respect for diverse populations.	Essential
<b>Personal Attributes</b>		
13	Understanding of the moral and legal implications of humanitarian work	Essential
14	Strong understanding of Safeguarding and its importance in health	Essential
15	Able to communicate effectively with all members of a multi-disciplinary team	Essential
16	Medically fit for the context with a good understanding of the demands of a outbreak deployment	Essential
17	Experience of working within a variety of team settings and willingness to work flexible as per the demands of the deployment	Essential
18	Commitment to UK-Med’s humanitarian mandate	Essential
<b>UK-Med Core Humanitarian Competencies</b>		
19	Understanding humanitarian contexts and applying humanitarian principles and standards	Essential
20	Achieving Results	Essential
21	Developing and Maintaining Collaborative Relationships	Essential
22	Operating Safely and Securely at all Times	Essential

23	Managing in pressured and challenging environments	Essential
24	Demonstrating leadership	Essential

## Key terms and benefits

<b>Salary:</b>	Up to GBP £3,400 to GBP £4,000 dependant on assignment and experience.
<b>Working hours:</b>	UK-Med Register role, no guarantee of any work, but if deployed work will be full-time.
<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>	Valid registration with the NMC (UK) or an equivalent national nursing registration body
<b>Term of contract:</b>	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