UK-MED

Medical Doctor - Emergency Medicine - Gaza

Candidate Information Pack

July 2025

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Introduction

The world is experiencing an unprecedented level of humanitarian need. Natural disasters, disease outbreaks and conflict can hit at any time – and they're increasingly frequent, complex and severe.

The people affected are often the poorest and most vulnerable and the health problems they experience post-disaster are long-lasting. We believe that they deserve the highest quality emergency healthcare. Our medical teams respond to disasters around the world and we work with local emergency medical teams to build their resilience to future threats.

Our main areas of work address key main problems faced when providing emergency healthcare following a disaster:

- **Emergency response:** There are only a small number of international agencies and WHO verified Emergency Medical Teams capable of responding globally, at speed and scale, to spikes in need. we prepare emergency medical teams who are ready to respond from the UK t emergencies anywhere in the world.

- **Providing expertise and raising standards:** There are not enough medical and coordination staff as there are challenges recruiting, retaining and training the numbers required to meet growing need. The sector lacks consistency and consensus on training and accreditation for international health professionals. **We work with** academic bodies to apply research to humanitarian responses and support clearer career pathways for humanitarian health workers – ensuring people affected by disasters receive the highest quality care.

- **Building resilience:** Although there is an increasing need for international response, first response and continued support is most effective when provided by health professionals based within the country affected. We support training of healthcare workers and medical teams in countries at high risk, or suffering the legacy, of disease outbreaks, conflict or natural disasters.

This is an exciting time to join UK-Med. We have expanded significantly over the last few years, and have an ambitious strategy in place for growth. We are very excited about our plans to meet these challenges and to grow UK-Med and I hope you will join us on this exciting journey.

David Wightwick
UK-Med Chief Executive Officer

Advert

Role:	Medical Doctor – Emergency Medicine
Remuneration:	£4,025-£4,200 gross per month (dependent on experience)
Hours:	Full time, with some weekend and evening working required to support the humanitarian programme delivery.
Duration:	Until 31st December 2025, (we consider shorter periods with a minimum of 4 weeks)
Location:	Gaza with travel to Egypt and Amman, Jordan

Candidates must be able to travel quickly through Egypt and Jordan, securing visas on arrival with eligible documentation. If you do not meet this requirement, you can join our register of humanitarian and health professionals for other opportunities.

Are you a licensed medical doctor experienced in providing emergency 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 Emergency Medicine 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 Emergency Departments providing emergency medical care to patients with a wide range of medical conditions. You will be confident and capable in treatment of both adults and children, and able to perform a full range of clinical activities including diagnosis and treatment. You will have experience practicing emergency medicine 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 Emergency Medicine.

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 submit a **current CV and a supporting letter** (no more than 2 pages) that includes a detailed explanation of your suitability for this post with **specific reference to the essential criteria** in the person specification.

Applications must be submitted through our **online jobs portal** no later than **Friday 25th July 2024**. However, this is rolling recruitment, so applicants are encouraged to apply as soon as possible.

Please note that this is a rolling recruitment process. Applications will be accepted on an ongoing basis and hiring manager will review applications as they are received, decisions may be made at any time if a suitable candidate is identified.

UK-Med is committed to safeguarding of our personnel and beneficiaries and has a zero-tolerance approach to sexual exploitation and abuse. We conduct thorough vetting before any appointment is confirmed.

UK-Med is committed to the principles of diversity, equality, and inclusion. We strive to provide an inclusive and supportive environment where employees feel respected and supported to be able to fulfil their potential.

About UK-Med

UK-Med (www.uk-med.org)

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.

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Job Description

Medical Doctor Emergency Medicine

Job Title	Medical Doctor Emergency Medicine - Gaza
Duration	Up to 31st December 2025 (we consider shorter periods with a minimum of 4 weeks)
Hours	Full time
Place of work	Gaza with travel to Egypt and Amman, Jordan

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 clinical care to patients in line with best practice and evidenced treatment pathways.
2	Ensure consistent standards of care in all areas of holistic case management within the emergency department, including the provision of appropriate treatment, medication and nutrition.
3	Ensure emergency patients are stabilised and maintain physiological parameters in line with established international standards of care.
4	Assess patients, undertake diagnosis and plan effective treatment and care together with the other members of the emergency department team.
5	Provide excellent patient care and support and champion others to ensure excellent care is given throughout emergency case management, 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, screening 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 the emergency department 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.
Expert advisory and Capacity Building	
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 emergency medicine / emergency department, developing SOPs and tools as required.
Other essential health programming	
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 the emergency department 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	**Other role duties and responsibilities**
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.
Safeguarding	
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.
General duties	
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.

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Person Specification

Medical Doctor Emergency Medicine

Qualifications / Professional Memberships		
Q1	Full medical degree (e.g. BMBS, BMed, MD)	Essential
Q2	Fully licensed Medical Doctor, registered with an appropriate professional body as an Emergency Medicine doctor	Essential
Q3	Qualified in ACLS or ATLS (or recognized equivalent, ex. BEC, ITLS)	Desirable
Q4	Other relevant qualifications	Desirable
Knowledge, Skills and Experience		
S1	Substantial experience working as a fully licensed Emergency Medicine Doctor.	Essential
S2	Demonstrable expertise in emergency medicine, including conducting the following clinical activities: Immediately treating any injuries, infections, or other conditions to stabilise patients; requesting medical tests for patients; creating and delivering treatment plans together with nursing teams; referring patients to appropriate specialists if/when required.	Essential
S3	Demonstrated experience of practicing emergency medicine 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 of working in a conflict response/setting	Essential
Personal Attributes		

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
Practical requirements		
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

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Key terms and benefits

Salary:	£4,025-£4,200 per month (dependent on experience)
Working hours:	Full time, with some weekend and evening working required to support the humanitarian programme delivery
Annual Leave:	Pro rata of 33 days per year inclusive of entitlement to public holidays.
Health:	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 You must complete course of all required vaccinations to be cleared for deployment.
Safeguarding:	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. Suitability for this work is a condition of employment.
Right to work	Candidates must be able to travel quickly through Egypt and Jordan, securing visas on arrival with eligible documentation. If you do not meet this requirement, you can join our register of humanitarian and health professionals for other opportunities.).
Professional requirements:	Fully licensed Medical Doctor, registered with an appropriate professional body as an Emergency Medicine doctor Specific qualifications / professional registrations in Emergency Medicine
Term of contract:	Until end of 31st of December 2025 (We consider shorter periods with a minimum of 4 weeks)

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Building a world prepared to help

UK-Med is a CIO registered in England. Charity Number: 1166956.