



Health Referent - General Practitioner - GP

Candidate Information Pack

2026

Contents

- 2. Contents
- 3. Introduction
- 4. Advert
- 6. About UK-Med
- 8. Job description
- 11. Person Specification

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 1,000,000 patient consultations benefiting from UK-Med's treatment so far.

UK-Med Chief Executive Officer

David Wightwick

Advert

| | |
|---------------|---|
| Role: | Health Referent – General Practitioner - GP |
| Hours: | Zero-hours, ad-hoc engagement. Work is entirely demand-led and may range from periods of no activity to short-term or intermittent assignments, depending on operational needs. |
| Remuneration: | Up to £195 GBP gross per day (dependent on experience, qualifications, and registrations) |
| Duration: | Open – ended |
| Location: | Hybrid working with potential travel to Manchester UK-Med Office and deployment to any of the UK-Med response including Ukraine and or to various field offices |

Can you use your health expertise to shape our humanitarian health response?

UK-Med is a frontline medical aid charity. Born of the NHS, 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 a small number of health professionals to join us as part-time Health Referents to build on the health expertise in our core team. Our core Health Team has significant expertise in humanitarian healthcare and has always brought in additional expert support through consultancies when required. Following a period of significant growth, we are looking to bring specific expertise into the core team on an ongoing basis through a group of part-time Health Referents.

Our Health Referents will bring specific technical expertise in a variety to health fields to ensure that UK-Med's programme design and implementation remain in line with current best practice.

As a Health Referent, you will provide clinical / technical health expertise and advice, contributing to our work through:

- Advising and guiding our health teams in humanitarian contexts in their planning and work
- Helping design SOPs, policies, and guidance documents for your field of expertise
- Developing capacity building interventions (e.g. training sessions, online learning packages, coaching) to develop skills of UK-Med personnel and our partners (e.g. Ministry of Health staff, other NGOs)
- Helping to ensure we have the right people working in humanitarian responses by shaping role descriptions, person specifications, selection interview questions and model answers
- Working on programme design and proposal preparation for work linked to your expertise
- Contribution to quality assurance and after-action reviews of health activities

Our ideal candidates will be a highly skilled health professionals with significant experience of humanitarian health responses. You will be flexible enough to respond to urgent requests, and able to deliver against longer-term objectives working independently with minimal guidance.

We offer competitive remuneration and benefits along with a friendly working environment and the opportunity to make a real difference through your work.

How to apply

To apply, please submit a **current CV and a supporting letter** (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 **Monday 23rd of February 2026**

Applications for work in the UK can only be accepted from people with an existing right to work in the UK.

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.

Applications for work in the UK can only be accepted from people with an existing right to work in the UK.

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

Vision

People affected by epidemics, conflict and natural disasters receive high-quality emergency medical care.

Mission

To provide high-quality essential health care in response to natural and man-made disasters.

Values:

Excellence – The emergency medical care and training we provide is of the highest standard, recognised by both the World Health Organisation and UK government.

Accountable – Our patients, colleagues, partners and donors are at the core of what we do.

Professional – We work to professional standards and interact in a professional manner.

Collaborative – We work with partners and other medical teams to ensure people affected by disasters receive the best possible care.

Effective – We work where the need is greatest, adapting our actions to the specific context.

Altruistic – Saving lives and alleviating suffering is our drive.

Job Description

| | |
|----------------------|---|
| Job Title | Health Referent: General Practitioner - GP |
| Reports to | Senior Health Advisor – Disaster and Conflict Response |
| Duration | Open – ended |
| Hours | Zero-hours, ad-hoc engagement. Work is entirely demand-led and may range from periods of no activity to short-term or intermittent assignments, depending on operational needs. |
| Place of work | Hybrid working with potential travel to Manchester UK-Med Office and deployment to any of the UK-Med response including Ukraine and or to various field offices |

Purpose of role

To provide expert clinical and technical input in the area of Medical General Practice to the design and implementation of UK-Med and UK EMT health programmes.

Key responsibilities

Supporting field teams

| | |
|---|--|
| 1 | Be an accessible source of General Practice technical advice to personnel working directly on responses |
| 2 | To prepare SOPs, template documents, training plans, presentation slides and other resources for use by field teams. |

Programme and proposal design and development

| | |
|---|--|
| 3 | To contribute to design of health programming, defining relevant elements of health responses and contributing to overall design of health responses. |
| 4 | To contribute to setting measurable objectives for health programming, bringing expert input to the design process. |
| 5 | To contribute to proposals and bids, including having technical discussions with representatives of donors, delivery partners, Ministries of Health and WHO as required. |
| 6 | To design operational plans, SOPs for interventions (including clinical SOPs if appropriate) and other tools to support operational activities. |

Quality and standards

| | |
|---|---|
| 7 | To set quality standards including clear definition of quality measures, monitoring process and timelines |
| 8 | To monitor and review quality of UK-Med / UK EMT activities and outputs in responses with regard to the GP area of expertise. |
| 9 | To Participate in sessions and events that contribute in the learning, feedback and/or reviews efforts following deployments. |

Personnel

| | |
|---|---|
| 10 | To contribute to role descriptions, person specifications and selection processes for technical health roles in responses |
| 11 | To support performance review and provide technical expertise to employee relations cases where technical performance is a factor |
| Field work – to be offered on occasion | |
| 12 | To participate in health assessment teams and advance teams for UK-Med and/or the UK EMT |
| 13 | Deploy with response teams as required, maintaining core Health Referent work where possible. (A relevant Terms of Reference will be shared when deployed) |
| Safeguarding | |
| 1 | To 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. |
| 2 | To report all possible breaches of policy or Codes of Conduct through the appropriate channels in a timely fashion. |
| General duties | |
| 3 | To ensure and promote Equality, Diversity and Inclusion (EDI) in line with UK-Med's EDI Policy. |
| 4 | To comply with all financial and procurement policies and procedures, including those relating to anti-bribery, anti-terrorism, and anti-slavery. |
| 5 | To support UK-Med's environmental policies and procedures, taking personal responsibility for contributing to reducing negative environmental impacts. |
| 6 | To comply with all health and safety policies and procedures |
| 7 | To undertake training and comply with vetting and health requirements (including CRB / police checks, referencing, health screening and vaccination requirements) appropriate to the role as specified by UK-Med. |
| 8 | To 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. |
| 9 | Other tasks as might be required to ensure effective delivery of UK-Med deployments, projects and programmes of work |

Person Specification

Health Referent – General Practitioner - GP

| Qualifications / Professional Memberships | | |
|--|---|-----------|
| 1 | Relevant professional degree in Medicine. | Essential |
| 2 | Completion of GP Specialty Training. | Essential |
| 3 | Current registration to practice as a GP with the GMC in the UK or the equivalent and relevant national regulatory body for health profession in the country of practise, residence or nationality. | Essential |
| 4 | Additional advanced qualifications and training, or membership of professional bodies and institutions within the field of General Practice. | Desirable |
| 5 | A higher degree in global health or other related discipline or equivalent experience. | Desirable |
| Knowledge, Skills and Experience | | |
| 6 | Experience within Medical General Practice. | Essential |
| 7 | In depth knowledge of children epidemiology and infectious diseases | Essential |
| 8 | Experienced in writing and reviewing effective policies, protocols and standard operating procedures | Essential |
| 9 | Ability to organise work to meet deadlines, including urgent responsive work on demand and at short notice | Essential |
| 10 | Excellent communication skills and able to quickly build trust and rapport with a range of stakeholders | Essential |
| 11 | Experience of contributing to the development and delivery of staff development, training and capacity building. | Desirable |
| 12 | Experience in emergency health response, global health development or humanitarian programming. | Essential |
| 13 | Knowledge of the WHO Emergency Medical Teams initiative | Essential |
| 14 | Sound understanding of relevant clinical roles and career pathways in both UK NHS and humanitarian sector | |
| 15 | Excellent interpersonal and team working skills. | Essential |
| 16 | Good understanding of spoken and written language in English (equivalent to | Essential |
| 17 | Additional languages particularly French, Spanish, or Arabic | Desirable |

Personal Attributes

| | | |
|----|---|-----------|
| 16 | Flexible and adaptable with the ability to respond to changing situations | Essential |
| 17 | Works well with colleagues both internally and externally and takes a collaborative approach | Essential |
| 18 | Self-motivated and able to work with minimal supervision. | Essential |
| 19 | A creative problem-solver with excellent attention to detail | Essential |
| 20 | A good decision-maker, able to take effective, considered and timely decisions by gathering and evaluating relevant information | Essential |
| 21 | Works independently within area of responsibility and knows when to involve others | Essential |
| 22 | Applies technical and professional expertise to the highest standards | Essential |
| 23 | Able to prioritise workload and manage competing deadlines. | Essential |
| 24 | Willingness and suitability to deploy into humanitarian emergencies as MEAL focal point in support of programmatic setup and bridge gaps. | Essential |
| 25 | Ability to travel nationally and internationally to any of the UK-Med response including Ukraine and / or to various field offices. | Essential |
| 26 | Willingness to work some weekends and evenings to contribute programme delivery and organisational priorities. | Essential |

Key terms and benefits

| | |
|-----------------------------------|--|
| Salary: | Up to £195 gross per day dependent on qualifications and experience |
| Working hours: | Zero-hours, ad-hoc engagement. Work is entirely demand-led and may range from periods of no activity to short-term or intermittent assignments, depending on operational needs. |
| Deployment: | You may be required to spend time overseas in our international programmes of work. You must be fit to deploy and agree to undertake medical assessments to confirm this fitness. |
| Safeguarding: | To follow UK-Med safeguarding practices as required within the role. |
| Professional requirements: | Current registration to practice as a GP with the GMC in the UK or the equivalent and relevant national regulatory body for health profession in the country of practise, residence, or nationality. |
| Term of contract: | Open ended |

UK-MED

Building a world
prepared to help