

# UK-MED



## Humanitarian Team Lead – Darfur, Sudan

Candidate Information Pack

2026

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

## Contents

2. Contents
3. Introduction
4. Advert
5. About UK-Med
7. About the role
8. Job description
10. Person Specification
12. Key terms and benefit

## 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:** Humanitarian Team Lead – Darfur, Sudan Response Programme  
**Salary:** Up to £6,000 GBP gross per month (dependent on experience)  
**Hours:** Full time, with some weekend and evening working required to support the humanitarian programme delivery  
**Duration:** Initial contract of up to 12 months, with extension subject to funding availability.  
**Location:** Tawila North Darfur, Sudan (transit via Chad)

### Can you provide excellent leadership and management for our humanitarian health programming in Sudan?

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.

UK-Med is currently implementing a life-saving secondary healthcare programme in North Darfur, Sudan, in partnership with Relief International. The project provides essential paediatric and maternal healthcare services to children under five and pregnant and lactating mothers in Dabat Naira IDP camp, alongside capacity building and training for frontline health workers within the district health office and local NGOs.

We are seeking an experienced Humanitarian Team Lead to provide day-to-day leadership, coordination and operational management to a multidisciplinary field team in Tawila locality, North Darfur. The role will act as the primary representative of UK-Med within the assigned operational area, ensuring safe, effective and accountable programme delivery in a complex, dynamic and insecure humanitarian context.

The Humanitarian Team Lead will oversee field operations and support programme continuity across security management, team leadership, operational coordination and stakeholder engagement, working closely with Relief International, local stakeholders and UK-Med HQ colleagues.

Our ideal candidate will have demonstrable experience leading humanitarian health programmes in field-based emergency settings, with strong understanding of humanitarian coordination, health programming and capacity building approaches. You will have proven experience managing operations in complex and insecure environments, including responsibility for security management, team leadership and operational decision-making in rapidly changing contexts.

## How to apply

To apply, please submit a **current CV** and a **supporting letter (2 pages)** through our **online jobs portal**. Your covering letter must include a **detailed** explanation of your suitability for this post with **specific reference to the criteria** in the person specification

Applications must be submitted no later than **Monday 15<sup>th</sup> June 2026**.

*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](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. We have been working in Ukraine since February 2022 and Gaza since January 2024. Between March 2024 to January 2025, we reached 379,084 people with high-quality healthcare. Every year we respond to 6-8 emergencies – our expert teams are ready to go within 24 hours. The breadth of our medical knowledge is one of our strengths, calling upon a register of 1200 top NHS clinicians and experienced aid workers who can provide a wide range of 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 change.

## Job Description

<b>Job Title</b>	Humanitarian Team Lead – Darfur Response Programme
<b>Reports to</b>	Deputy Director of International Operations.
<b>Duration</b>	Initial contract of up to 12 months, with extension subject to funding availability.
<b>Hours</b>	Full time, with some weekend and evening working required to support the humanitarian programme delivery.
<b>Place of work</b>	Tawila, North Darfur, Sudan (transit via Chad)

### Purpose of role

The Humanitarian Team Lead will serve as the primary representative of UK-Med in Tawila locality, North Darfur, Sudan, and will be accountable for all operational aspects of programme delivery within the assigned area. The Team Lead will oversee a multidisciplinary field team comprising a Medical Coordinator, Paediatrician, Paediatric Nurse, Midwife and IPC Nurse throughout the duration of the deployment.

With proven experience of delivering programmes in insecure environments, the postholder will provide day-to-day leadership, coordination and operational management to the field team, ensuring programme continuity, staff safety and effective delivery in a complex, dynamic and uncertain context. The role will work closely with Relief International, local stakeholders and UK-Med HQ colleagues to support the safe and effective implementation of humanitarian health activities.

### Key responsibilities

#### Security Management

1	To oversee security management of UK-Med operations Tawila locality in North Darfur, Sudan and responsible for implementation of agreed security protocols together with the in country security manager.
2	To be accountable for day-to-day security related decision-making.
3	To coordinate with HQ colleagues on maintaining up-to-date situational analysis.
4	To support safe humanitarian access and acceptance strategies through ongoing contextual analysis, stakeholder engagement and adherence to security protocols.
5	To support contingency planning, incident management and emergency response decision-making, including medical evacuation and relocation planning where required.

#### People, Leadership and Human Resources

6	Responsible for identifying staffing needs in coordination with HQ Operations focal point and working with the HR team on resourcing them.
7	Responsible for the line management of all personnel deployed to the assigned field site, providing oversight and guidance to enable staff to successfully perform in their positions.

8	To support the Medical Coordinator on decision making on international staff health issues while on deployment.
9	To create and maintain a positive working environment built on UK-Med's values, ensuring the conditions for staff to thrive and perform effectively in a high-pressure humanitarian context.
10	To identify and manage disciplinary and grievance matters in consultation with the HR & Membership Team.
<b>Programme Management</b>	
11	To lead the implementation and maintenance of project activities by coordinating the optimal use of medical, logistical, financial and human resources.
12	To collaborate with the Medical Coordinator and HQ operations team on delivering UK-Med's Response Strategy in Sudan.
13	To represent UK-Med with local authorities, humanitarian partners, UN agencies and coordination forums as required, maintaining effective operational relationships within the response area.
14	To implement and maintain systems for programme monitoring, reporting and evaluation against agreed objectives, ensuring regular communication with the Head of Mission, Medical Coordinator and HQ colleagues on progress, risks and operational challenges.
15	To ensure administration processes are in place in order for the field team to carry out and maintain operations (field budget and cash, staff compliance to procedures, etc.)
16	To establish clear and regular team briefings (daily)
17	To support operational continuity across the field site, including oversight of logistics coordination, accommodation, transport, communications and supply chain requirements in collaboration with relevant colleagues.
<b>Safeguarding</b>	
18	Promote a strong safeguarding and protection culture within the programme
19	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.
20	Report all possible breaches of policy or Codes of Conduct through the appropriate channels in a timely fashion.
<b>General duties</b>	
21	Comply with all financial and procurement policies and procedures, including those relating to anti-bribery, anti-terrorism, and anti-slavery.
22	Support UK-Med's environmental policies and procedures, taking personal responsibility for contributing to reducing negative environmental impacts.
23	Comply with all health and safety policies and procedures.

24	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.
25	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.
26	Other tasks as might be required to ensure effective delivery of UK-Med / UK EMT deployments, projects and programmes of work.

# Person Specification

## Humanitarian Team Lead - Sudan

Qualifications / Professional Memberships		
Q1	Degree-level qualification in humanitarian studies, international development, public health, social sciences, international relations, management or a related field, or equivalent relevant professional experience	Essential
Knowledge, Skills, and Experience		
S1	Proven experience including a (minimum of 5 years) of managing and coordinating emergency programmes in complex and insecure environments, preferably in Sudan or comparable contexts	Essential
S2	Substantial and demonstrable understanding of humanitarian relief work and capacity building with relevant experience in a field-based humanitarian context	Essential
S3	Significant experience of security management in insecure environments	Essential
S4	Significant experience of leading people and teams to successful delivery in demanding environments	Essential
S5	Highly developed strategic planning skills with ability to build impactful programmes and influence coordination and response mechanisms	Essential
S6	Experience in project cycle management including proposal development, budgeting and reporting, monitoring and evaluation.	Essential
S7	Advanced skills in leadership: able to lead an interdisciplinary international and national staff team, including challenging, motivating and developing the team.	Essential
S8	Ability to scan the environment, anticipate changes, be comfortable with ambiguity and deal with a large number of elements interacting in diverse and unpredictable ways	Essential
S9	Proven influencing and negotiating skills with internal and external audiences	Essential
S10	Excellent planning, coordination and prioritisation skills and proven capacity to undertake varied tasks to tight deadlines	Essential
S11	Strong critical thinking and analytic skills	Essential
S12	Strong verbal and written communication	Essential
S13	Experience in developing concept notes and donor proposals	Desirable

S14	Strong budget management experience	Desirable
S15	Good understanding of spoken and written language (equivalent to UN Level III) in English	Essential
S16	IT proficiency, including MS Word, MS Excel and Email	Essential
S17	Additional languages particularly French or Arabic	Desirable

## Personal Attributes

1	Highest standards of integrity and professional conduct.	Essential
2	Strong organisational and leadership skills, complemented by sound management abilities.	Essential
3	Excellent interpersonal skills and team working skills.	Essential
4	A positive and flexible problem-solving approach.	Essential
5	Excellent time and task management skills with the ability to balance a full and dynamic workload.	Essential
6	Willingness and ability to pass clearance checks, undertake overseas travel and deploy to humanitarian emergencies.	Essential
7	Excellent attention to detail around work planning and the use of systems with a strong commitment to quality control and compliance standards.	Essential
8	Ability to work independently.	Essential

## Practical requirements

9	Ability to travel internationally to any of the UK-Med response including Ukraine and or to various field offices.	Essential
10	Willingness to work some weekends and evenings to contribute programme delivery and organisational priorities.	Essential
11	A commitment to own learning and development and willingness to undertake Continuing Professional Development.	Essential

## UK-Med Core Humanitarian Competencies

Understands operating contexts, key stakeholders and practices affecting current and future humanitarian interventions	Essential
Is accountable for own work and uses resources effectively to achieve lasting results	Essential
Develops and maintains collaborative and coordinated relationships with colleagues, stakeholders and staff	Essential
Operates safely and securely in pressured environments	Essential
Adapts to pressure and change to operate effectively within humanitarian context	Essential

Demonstrates humanitarian values and principles, and motivates others to achieve results in complex situations, independent of role, function or seniority	Essential
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## Key terms and benefits

<b>Salary:</b>	Up to £6,000 GBP gross per month (dependent on experience)
<b>Working hours:</b>	Full time, with some weekend and evening working required to support the humanitarian programme delivery.
<b>Annual Leave:</b>	33 days per year including public holidays (equivalent to 14.5% additional holiday pay if in contexts where holiday cannot be taken). An additional RnR package to be discussed during the interview process.
<b>Safeguarding:</b>	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.
<b>Health and medical</b>	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.
<b>Professional Requirements:</b>	Membership of professional bodies is not a requirement but may be an advantage.
<b>Travel</b>	Requires travel through Chad to enter and leave Tawila, North Darfur, Sudan (UK-Med will support visa processes where required).
<b>Term of contract:</b>	Initial contract of up to 12 months, with extension subject to funding availability.

# UK-MED

Building a world  
prepared to help