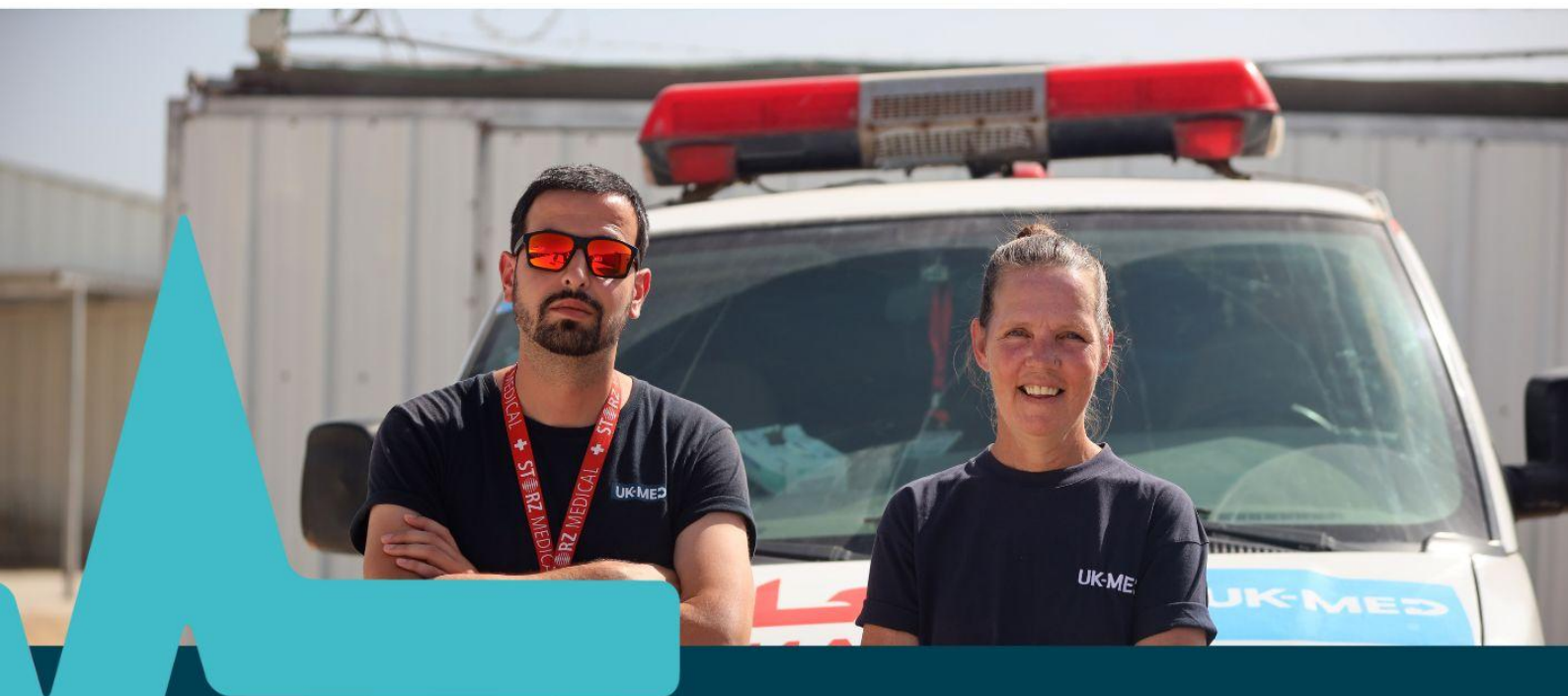




Team Lead – Gaza

Candidate Information Pack

2026

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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:	Team Lead Gaza
Remuneration:	£5,500 GBP to £6,300 GBP per month (dependant on experience)
Hours:	Full time, with some weekend and evening working required to support the humanitarian programme delivery.
Duration:	Up to 31 st of March 2027 (funding pipeline dependent) with opportunity for extension.
Location:	Gaza (occupied Palestinian territory) – field-based with potential regional travel to Amman, Jordan.

Candidates must be able to travel quickly through 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.

Can you provide exceptional leadership and management for humanitarian health programming in one of the most complex emergencies in the world?

UK-Med is a frontline medical aid charity born of the British National Health Service (NHS). For over 30 years, we've been working towards a world where everyone has access to the healthcare they need when crises or disasters hit.

We are currently expanding our emergency health response in Gaza, where communities are facing a prolonged and highly complex humanitarian crisis. We are seeking an experienced Humanitarian Team Lead to provide strategic and operational leadership for UK-Med's field operations in Gaza.

As Team Lead, you will represent UK-Med on the ground — overseeing programme implementation, managing an international multidisciplinary team, coordinating with local authorities, and ensuring the safety and wellbeing of all staff. You will play a pivotal role in driving programme delivery and maintaining operational excellence in a volatile and rapidly evolving environment.

Our ideal candidate will be an accomplished humanitarian leader with extensive experience in emergency health programming, proven capability in managing international teams in insecure contexts, and a strong ability to navigate complex coordination and operational challenges.

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 **Monday 7th of September 2026**. 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 emergencies across the world, supporting health responses in countries including Ukraine, Gaza, Lebanon, Rwanda, Bangladesh, the Democratic Republic of Congo, North Macedonia, Sierra Leone, Pakistan, Haiti, Indonesia, Bosnia and Herzegovina, Jordan, Kosovo, Cape Verde, China and the Philippines. As the UK's Emergency Medical Team, we respond rapidly to humanitarian crises, with expert teams ready to deploy within 24 hours where required.

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.

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

Team Lead

Job Title	Team Lead
Reporting to	Head of Mission – Gaza
Line Management:	International staff within the Gaza programme, including the Logistics Manager/Coordinator, Medical Coordinator, HR Manager, Liaison Coordinator, and Security Officer.
Duration	Up to 31 st of March 2027 (funding pipeline dependent) with opportunity for extension.
Hours	Full time
Place of work	Gaza with travel to Amman, Jordan

Purpose of role

Reporting to the Head of Mission, the Team Lead – Gaza is responsible for overseeing and implementing UK-Med's humanitarian health programme in Gaza. The role provides leadership and coordination across programme delivery, ensuring the effective management of the international multidisciplinary team and the safety and wellbeing of all staff in a highly complex humanitarian environment.

The postholder represents UK-Med with local authorities, partners, and other humanitarian actors, ensuring that activities are aligned with the strategic direction of the response and delivered in accordance with UK-Med's policies, procedures, and humanitarian standards.

Key responsibilities

Programme Management

1	Oversee and ensure effective delivery and coordination of programme implementation in Gaza in line with the UK-Med's strategy, quality standards and guidelines and policies.
2	Manage and provide strategic direction to a multidisciplinary team of international deployed staff, while ensuring effective collaboration and oversight of national team members through appropriate coordination structures. Foster a culture of participation, accountability, and leadership across all teams.
3	Lead the team and facilitate the coordination of programme and support teams, ensuring all staff are kept up to date with programme plans, changes to the context, and security and contingency planning.
4	Oversee the recruitment and onboarding of national staff, working closely with HR and relevant managers to ensure compliance with UK-Med's HR policies and procedures.
5	Ensure new staff receive appropriate briefings and orientation of the programme.

6	Serves as a representative of UK-Med, ensuring coordination with local authorities (like the Ministry of Health), other NGOs, and relevant coordination mechanisms to maintain an effective presence and engagement in Gaza.
7	Contribute to the development of new project proposals and budgets and contribute to donor reporting.
8	Ensure accountability for budget and resource management through implementation of UK-Med policies and procedures and training to staff as required.
9	Ensures the smooth operation of logistical, administrative, and financial procedures necessary for effective programme delivery. Track financial expenditure and contribute to forecasting and reporting.
10	Provide oversight of UK-Med's MEAL processes in close coordination with the Medical Coordinator and Operations Coordinator to ensure timely and accurate data collection and reporting for programmatic purposes and to demonstrate impact to donors and stakeholders.
Managing Security and Complexity	
11	Proactively manage the challenges and complexity of programme delivery in Gaza given the evolving nature of the conflict, including security concerns, access challenges and unprecedented levels of need.
12	Work closely with UK-Med's security focal points in Amman, Gaza and HQ to conduct ongoing context analysis and risk monitoring, ensuring compliance with UK-Med's safety and security framework by the team and relevant partners.
13	In collaboration with the Operations and Security Manager and the Security Officer, oversees and implements security protocols and duty-of-care practices to maintain staff safety in a challenging and insecure environment.
Safeguarding	
14	Lead a strong safeguarding and protection culture and be accountable for overall safeguarding standards in the programme.
15	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.
16	Report all possible breaches of policy or Codes of Conduct through the appropriate channels in a timely fashion.
General duties	
17	Ensure and promote Equality, Diversity and Inclusion (EDI) in line with UK-Med's EDI Policy.
18	Comply with all financial and procurement policies and procedures, including those relating to anti-bribery, anti-terrorism, and anti-slavery.
19	Support UK-Med's environmental policies and procedures, taking personal responsibility for contributing to reducing negative environmental impacts.
20	Comply with all health and safety policies and procedures.

21	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.
22	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.
23	Other tasks as might be required to ensure effective delivery of UK-Med / UK EMT deployments, projects and programmes of work.
24	Ensure and promote Equality, Diversity and Inclusion (EDI) in line with UK-Med's EDI Policy.

Person Specification

Team Lead – Gaza

Qualifications / Professional Memberships		
Q1	Qualifications in political science, social sciences, international relations, law, or related field. A first-level university degree in combination with two additional years of qualifying experience may be accepted in lieu of the advanced university degree.	Essential
Knowledge, Skills and Experience		
S1	Proven experience of managing and coordinating emergency programmes in complex and insecure environments	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, Spanish or Arabic	Desirable

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	Willingness to commit time to and provide authorisation for vetting procedures, medical clearance, training and development and other readiness activities	Essential

UK-Med Core Humanitarian Competencies

C1	Understands operating contexts, key stakeholders and practices affecting current and future humanitarian interventions	Essential
C2	Is accountable for own work and uses resources effectively to achieve lasting results	Essential
C3	Develops and maintains collaborative and coordinated relationships with colleagues, stakeholders and staff	Essential

C4	Operates safely and securely in pressured environments	Essential
C5	Adapts to pressure and change to operate effectively within humanitarian context	Essential
C6	Demonstrates humanitarian values and principles, and motivates others to achieve results in complex situations, independent of role, function or seniority	Essential

Key terms and benefits

Salary:	£5,500 GBP to £6,300 GBP per month (dependant on experience)
Working hours:	Full time, with some weekend and evening working required to support the humanitarian programme delivery
Annual Leave:	Pro rata of 28 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 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.).
Term of contract:	Up to 31 st of March 2027 (funding pipeline dependent) with opportunity for extension.



Building a world
prepared to help