



# UK-Med Register:

## Team Leads (French Speaking)

Candidate Information Pack

2026

Register

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

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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. You must have a minimum of 3 years post registration experience in Paediatric Nursing. 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 1,000,000 patient consultations benefiting from UK-Med's treatment so far.

### UK-Med Chief Executive Officer

David Wightwick

## Advert

|           |                                                                                                                                                                                                                  |
|-----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Role:     | Team Lead (French Speaking)                                                                                                                                                                                      |
| Salary:   | GBP £6,600 gross per month (inclusive of allowances)                                                                                                                                                             |
| 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 most outbreak responses are around 6-9 weeks with 3 weeks quarantine period. |
| Location: | Internationally and/or to any of the UK-Med responses.                                                                                                                                                           |

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

UK-Med is a frontline medical aid charity. Born of the NHS, we have been working for over 30 years towards a world where everyone has the healthcare they need when crises or disasters strike.

Our emergency responses are staffed through our Register of surge responders. Register members undergo extensive training and vetting in advance, enabling them to deploy quickly to where they are most needed. Those selected to join a response team are offered a fixed-term contract for the duration of the response and are paid in line with our globally benchmarked pay scales.

To expand our Ebola staffing capacity and strengthen our preparedness for future outbreaks, we are seeking experienced French-speaking Team Leads to join the UK-Med Register. These roles may support future Ebola preparedness and response activities in the Democratic Republic of the Congo and other Francophone countries, depending on operational needs.

As a Team Lead, you will provide day-to-day leadership, management and coordination to a multidisciplinary field team. You will create an environment in which team members can work effectively and deliver high-quality humanitarian health programmes in complex, dynamic and uncertain settings.

We are looking for experienced Team Leads with a strong understanding of humanitarian response, emergency health programming and capacity building. You will have significant experience working in field-based humanitarian operations, including leading emergency health programmes in complex or insecure environments, overseeing operational delivery, coordinating multidisciplinary teams and maintaining effective relationships with national authorities, partners and other stakeholders.

You will be able to demonstrate how you have successfully led people and teams to achieve results in demanding environments and how you have applied your leadership and management skills to build effective and impactful programmes. You will also have a broad understanding of logistics, finance, grants and human resources within humanitarian responses, together with experience overseeing these functions to support programme delivery.

You will be determined, high-performing, compassionate and collaborative, with a strong commitment to learning and supporting the development of others.

Professional working proficiency in both French and English is essential for this role.

We offer excellent learning and development opportunities, alongside the chance to contribute to international humanitarian responses as a member of the UK-Med Register.

## 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**

This vacancy will close as soon as we have received enough strong applications. Please apply as soon as possible.

*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.

#### 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 Leads (French Speaking)

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Job Title</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Team Lead (French Speaking)                                                                                                                                                                                    |
| <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 outbreak responses around 6 weeks (with potential quarantine period). |
| <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                                                                                                                                                                  |
| <b>Purpose of role</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                |
| <p>The Team Lead is the representative of UK-Med in the assigned geographic area, accountable for all operational aspects of the programme within that area, which is likely to be the Democratic Republic of the Congo (DRC) amongst other French speaking crises in 2026/7.-</p> <p>With proven experience of delivering programmes in insecure environments, provides day-to-day management, coordination and leadership in the field team, ensuring all team members are able to fulfil their objectives in a complex, dynamic and uncertain context.</p> |                                                                                                                                                                                                                |
| <b>Key responsibilities</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                |
| <b>Security Management</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                |
| 1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | To oversee security management of UK-Med operations in the assigned area and responsible for implementation of agreed security protocols.                                                                      |
| 2                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | To be accountable for day-to-day security related decision-making.                                                                                                                                             |
| 3                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | To coordinate with the Global Security Advisor on maintaining up-to-date situational analysis.                                                                                                                 |
| <b>People, leadership, and human resources</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                |
| 4                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Responsible for identifying staffing needs in coordination with relevant HQ colleagues and working with HR on resourcing them.                                                                                 |
| 5                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 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.                         |
| 6                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | To work with the Medical Coordinator on decision making on international staff health issues while on deployment.                                                                                              |
| 7                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | To create and maintain a positive working environment built on UK-Med's values and ensuring the conditions for people to thrive in their work                                                                  |

|                             |                                                                                                                                                                                                      |
|-----------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 8                           | To identify and manage disciplinary and grievance matters in consultation with the HR & Membership Team.                                                                                             |
| <b>Programme Management</b> |                                                                                                                                                                                                      |
| 9                           | To lead the implementation and maintenance of project activities by coordinating the optimal use of medical, logistical, financial and human resources.                                              |
| 10                          | To collaborate with the Medical Coordinator and relevant HQ colleagues on developing our overall Strategy.                                                                                           |
| 11                          | To implement and maintain a regular system of progress monitoring and evaluation against programme objectives and regular communication with the Medical Coordinator and HQ on progress challenges.  |
| 12                          | 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.)                       |
| 13                          | To establish clear and regular team briefings (daily)                                                                                                                                                |
| <b>Safeguarding</b>         |                                                                                                                                                                                                      |
| 16                          | 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.                     |
| 17                          | Report all possible breaches of policy or Codes of Conduct through the appropriate channels in a timely fashion.                                                                                     |
| <b>General duties</b>       |                                                                                                                                                                                                      |
| 18                          | To ensure and promote Equality, Diversity and Inclusion (EDI) in line with UK-Med's EDI Policy.                                                                                                      |
| 19                          | Comply with all financial and procurement policies and procedures, including those relating to anti-bribery, anti-terrorism, and anti-slavery.                                                       |
| 20                          | Support UK-Med's environmental policies and procedures, taking personal responsibility for contributing to reducing negative environmental impacts.                                                  |
| 21                          | Undertake training and comply with vetting requirements (including CRB / police checks, referencing) 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 projects and programmes of work.                                                                                             |
| 24                          | Support in the collection of data both clinical and non-clinical and the reporting of this                                                                                                           |

# Person Specification

## Team Lead (French Speaking)

| Qualifications / Professional Memberships |                                                                                                                                                                                                                                                                    |           |
|-------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| 1                                         | 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          |                                                                                                                                                                                                                                                                    |           |
| 1                                         | Proven experience of managing and coordinating emergency programmes in complex and insecure environments, ideally outbreak and in particular in West or Central Africa.                                                                                            | Essential |
| 2                                         | Substantial and demonstrable understanding of humanitarian relief work and capacity building with relevant experience in a field-based humanitarian context                                                                                                        | Essential |
| 3                                         | Significant experience of security management in insecure environments                                                                                                                                                                                             | Essential |
| 4                                         | Significant experience of leading people and teams to successful delivery in demanding environments                                                                                                                                                                | Essential |
| 5                                         | Highly developed strategic planning skills with ability to build impactful programmes and influence coordination and response mechanisms                                                                                                                           | Essential |
| 6                                         | Experience in project cycle management including proposal development, budgeting and reporting, monitoring and evaluation.                                                                                                                                         | Essential |
| 7                                         | Advanced skills in leadership: able to lead an interdisciplinary international and national staff team, including challenging, motivating and developing the team.                                                                                                 | Essential |
| 8                                         | 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 |
| 9                                         | Proven influencing and negotiating skills with internal and external audiences                                                                                                                                                                                     | Essential |
| 10                                        | Excellent planning, coordination and prioritisation skills and proven capacity to undertake varied tasks to tight deadlines                                                                                                                                        | Essential |
| 11                                        | Strong critical thinking and analytic skills                                                                                                                                                                                                                       | Essential |

|    |                                                                                           |           |
|----|-------------------------------------------------------------------------------------------|-----------|
| 12 | Strong verbal and written communication                                                   | Essential |
| 13 | Experience in developing concept notes and donor proposals                                | Desirable |
| 14 | Strong budget management experience                                                       | Desirable |
| 15 | Good understanding of spoken and written language (equivalent to UN Level III) in English | Essential |
| 16 | IT proficiency, including MS Word, MS Excel and Email                                     | Essential |
| 17 | Additional languages particularly French, Spanish or Arabic                               | Desirable |

## Personal Attributes

|    |                                                                                                                                                               |           |
|----|---------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| 18 | Understanding of the moral and legal implications of humanitarian work                                                                                        | Essential |
| 19 | Strong understanding of Safeguarding and its importance in health                                                                                             | Essential |
| 20 | Effective communicator in multidisciplinary teams, fostering collaboration in high-pressure environments.                                                     | Essential |
| 21 | Resilient and adaptable, with the ability to function effectively in demanding and unpredictable settings.                                                    | Essential |
| 22 | Compassionate and empathetic, with a strong commitment to providing equitable care.                                                                           | Essential |
| 23 | Culturally sensitive, with the ability to build trust and rapport with local communities.                                                                     | Essential |
| 24 | Organized and proactive, capable of managing competing priorities under pressure.                                                                             | Essential |
| 25 | Willingness to deploy to high-risk or austere environments on short notice.                                                                                   | Essential |
| 26 | Medically fit for the context and up-to-date vaccinations, including for diseases prevalent in deployment areas (specially for outbreaks) - as pre-deployment | Essential |
| 27 | Commitment to UK-Med's humanitarian mandate                                                                                                                   | Essential |

## Practical requirements

|    |                                                                                                                                                            |           |
|----|------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| 28 | Will be practically available frequently enough, for long enough periods to deploy to diverse contexts                                                     | Essential |
| 29 | 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

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|    |                                                                                        |           |
|----|----------------------------------------------------------------------------------------|-----------|
| 30 | Understanding humanitarian contexts and applying humanitarian principles and standards | Essential |
| 31 | Achieving Results                                                                      | Essential |
| 32 | Developing and Maintaining Collaborative Relationships                                 | Essential |
| 33 | Operating Safely and Securely at all Times                                             | Essential |
| 34 | Managing in pressured and challenging environments                                     | Essential |
| 35 | Demonstrating leadership                                                               | Essential |

## Key terms and benefits

|                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Salary:</b>                     | GBP £6,600 gross per month (inclusive of allowances)                                                                                                                                                                                                                                                                                                                                                                                  |
| <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>  | There are no required professional memberships although relevant memberships may be an advantage                                                                                                                                                                                                                                                                                                                                      |
| <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 around 6 weeks with a quarantine period.                                                                                                                                                                                                                                       |





Building a world  
prepared to help