UK-MED



Programmes

# Paediatric Orthoplastic Surgeon – Gaza Paediatric Injury Programme (GPIP)

Candidate Information Pack

uk-med.org

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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

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| Role: | Paediatric Orthoplastic Surgeon - Gaza Paediatric Injury Programme (GPIP) |
| Remuneration: | Negotiable (dependant on experience and within UK-Med humanitarian pay scales) |
| Hours: | Full time, with some weekend and evening working required to support the humanitarian programme delivery. |
| Duration: | Up to 31st of May 2027 (funding pipeline dependent) with opportunity for extension. |
| Deployment Pattern: | Able to commit to field-based deployments in Gaza, with rotations typically lasting 4 to 6 weeks. Flexibility is available for longer deployments of up to 8 weeks, depending on candidate availability and operational requirements. Shorter rotations may also be considered for suitably experienced candidates, subject to operational needs. |
| Location: | Gaza, including UK-Med's Type 2 Field Hospital in Al Mawasi and the Paediatric Orthopaedic Department at Nasser Medical Complex, 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 lead high-quality surgical care for children with complex conflict-related injuries in Gaza?

UK-Med is seeking an experienced Paediatric Orthoplastic Surgeon to join the Gaza Paediatric Injury Programme (GPIP), supporting children with severe limb trauma, amputations and other complex conflict-related injuries.

For many children, these injuries will have a lasting impact on their health, mobility and recovery. This role offers the opportunity to contribute highly specialised surgical expertise where it is urgently needed, while working as part of a wider multidisciplinary effort focused on safe, compassionate and high-quality care.

You will provide specialist surgical input across the patient pathway, from assessment and operative planning through to surgery, postoperative care and longer-term rehabilitation planning. You will work closely with national colleagues, UK-Med clinical teams and programme leadership to support coordinated and consistent care.

We recognise that securing one surgeon for a longer-term commitment may not always be possible. We are therefore open to considering either one surgeon able to provide longer-term continuity, or two suitably experienced surgeons rotating across alternate deployment periods. Where the role is shared, both surgeons will be expected to work closely together, with clear clinical handovers

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between rotations to ensure continuity of care, consistency of approach and a smooth transition for patients and the wider programme.

The role requires strong clinical judgement, sound surgical decision-making and the ability to work effectively in a complex and resource-constrained humanitarian setting. Relevant experience in paediatric orthopaedics, limb reconstruction, complex extremity trauma, amputations and limb salvage will be particularly important.

We are looking for someone who can combine specialist clinical expertise with compassion, adaptability and a collaborative approach, supporting both individual patient care and the wider development of the programme.

This is an opportunity to make a meaningful contribution to the care and recovery of children affected by conflict, while working alongside colleagues committed to strengthening surgical care in Gaza.

# 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**. Early applications are encouraged.

*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.

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# Job Description

## Paediatric Orthoplastic Surgeon - Gaza Paediatric Injury Programme (GPIP)

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| **Job Title** | Paediatric Orthoplastic Surgeon - Gaza Paediatric Injury Programme (GPIP) |
| **Reporting to** | Technical: Medical Coordinator \| Operational/security: Team Lead \| Programme delivery: Chief of Party. |
| **Duration** | Up to 31st of May 2027 (funding pipeline dependent) with opportunity for extension. (Insert potentiation rotation dates) |
| **Hours** | Full time |
| **Place of work** | Gaza, including UK-Med's Type 2 Field Hospital in Al Mawasi and the Paediatric Orthopaedic Department at Nasser Medical Complex |

### Purpose of role

The Surgeon will act as the lead deployed surgeon for the Gaza Paediatric Injury Programme (GPIP), providing high-quality surgical care to children with complex conflict-related injuries requiring limb reconstruction and overseeing the safe and effective delivery of surgical activity during deployment.

The role is responsible for clinical assessment, surgical decision-making, operative care and postoperative management, while ensuring that each patient's journey is appropriately coordinated across the wider multidisciplinary team.

### Key responsibilities

#### Clinical and Surgical Care

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| 1 | Act as the lead deployed surgeon for GPIP, providing technical oversight of surgical activity and ensuring care is delivered in line with evidence-based practice and appropriate international standards. |
| 2 | Assess and examine patients to determine surgical need, suitability for treatment and inclusion within the GPIP programme. |
| 3 | Review patient history, investigations and clinical presentation to develop safe, appropriate and ethical surgical plans. |
| 4 | Explain proposed procedures, expected outcomes and associated risks to patients and their parents, guardians or caregivers, supporting informed decision-making. |
| 5 | Perform surgical procedures required to treat injury, deformity and loss of function, including complex paediatric limb and extremity injuries where appropriate. |
| 6 | Ensure surgical planning takes account of the child's long-term function, recovery, rehabilitation needs and potential requirement for further procedures. |

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| 7 | Prescribe and oversee appropriate preoperative and postoperative treatment and care. |
| 8 | Maintain oversight of each patient's surgical pathway, including case prioritisation, scheduling and coordination of care to minimise delays or avoidable compromise. |
| 9 | Monitor patients following surgery and coordinate appropriate follow-up, rehabilitation and further treatment where required and feasible. |
| **Multidisciplinary and Quality of Care** | |
| 10 | Work closely with physiotherapists, nurses, prosthetic specialists and other relevant colleagues through multidisciplinary case review and treatment planning. |
| 11 | Support the coordination of care between deployed and national clinical teams to promote safe, effective and holistic patient outcomes. |
| 12 | Help ensure that operating theatre, postoperative and inpatient arrangements are safe, functional and appropriate to the needs of the programme. |
| 13 | Maintain appropriate standards of infection prevention, sterility and safe use of surgical equipment and instruments. |
| 14 | Ensure relevant clinical protocols, treatment guidance and technical tools are available, understood and appropriately applied. |
| 15 | Promote appropriate admission, escalation and de-escalation of care based on patient need and clinical judgement. |
| 16 | Maintain the highest standards of patient dignity, autonomy, safeguarding and wellbeing throughout care, while promoting the safety and wellbeing of colleagues working within the surgical service. |
| **Capacity Strengthening and Teamwork** | |
| 17 | Work alongside national surgical and clinical colleagues, supporting skills development, knowledge transfer and confidence in clinical practice, with the aim of strengthening their ability to safely and independently deliver care within their scope of practice. |
| 18 | Provide technical advice and clinical input to the Medical Coordinator, GPIP Chief of Party and UK-Med technical focal points to help improve patient care and programme delivery. |
| 19 | Contribute to the ongoing development of GPIP in line with facility licensing, programme priorities and UK-Med technical guidance. |
| 20 | Where required and operationally appropriate, support surgical needs across other UK-Med projects in Gaza while maintaining the needs of GPIP as the priority. |
| **Reporting, Compliance and Wider Responsibilities** | |
| 21 | Contribute to clinical and programme reporting, including SITREPs, donor updates, relevant data collection and end-of-deployment reporting, while complying with UK-Med policies on safeguarding, conduct, health and safety, equality and ethical data management. |
| 22 | Undertake other reasonable duties as directed by the Medical Coordinator, Operational Team Lead or Chief of Party in support of the programme. |
| **Rotation Handover** | |

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| 23 | Where the role is delivered through a rotating surgeon model, work closely with the incoming/outgoing surgeon to ensure continuity of patient care, including a structured clinical handover covering active cases, surgical plans, priorities, risks and follow-up requirements before each rotation change. |
| **Safeguarding** | |
| 24 | Promote a strong safeguarding and protection culture within the surgical service and ensure concerns are identified and escalated appropriately. |
| 25 | 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. |
| 26 | Report all possible breaches of policy or Codes of Conduct through the appropriate channels in a timely fashion. |
| **General duties** | |
| 27 | Ensure and promote Equality, Diversity and Inclusion (EDI) in line with UK-Med's EDI Policy. |
| 28 | Comply with all financial and procurement policies and procedures, including those relating to anti-bribery, anti-terrorism, and anti-slavery. |
| 29 | Support UK-Med's environmental policies and procedures, taking personal responsibility for contributing to reducing negative environmental impacts. |
| 30 | Comply with all health and safety policies and procedures. |
| 31 | 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. |
| 32 | 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. |
| 33 | Other tasks as might be required to ensure effective delivery of UK-Med / UK EMT deployments, projects and programmes of work. |

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# Person Specification

## Paediatric Orthoplastic Surgeon - Gaza Paediatric Injury Programme (GPIP)

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| **Qualifications / Professional Memberships** | | |
| Q1 | Medical degree and recognised specialist qualification in surgery, with current professional registration/licence to practise. | Essential |
| Q2 | Relevant postgraduate surgical qualification and/or membership or fellowship of an appropriate recognised professional surgical body. | Essential |
| Q3 | Specialist training or substantial clinical experience relevant to orthopaedic trauma, paediatric orthopaedics, limb reconstruction, complex extremity injury, amputations and/or trauma surgery. | Essential |
| **Knowledge, Skills and Experience** | | |
| S1 | Substantial and demonstrable experience working as a surgeon, including pre-operative assessment, surgical decision-making, operative care and postoperative management. | Essential |
| S2 | Demonstrable experience providing clinical leadership and technical oversight of surgical care, including coordination of theatre activity, patient pathways and multidisciplinary clinical input. | Essential |
| S3 | Strong knowledge of evidence-based surgical practice, clinical governance, patient safety and relevant professional and ethical standards. | Essential |
| S4 | Experience managing complex patient pathways across assessment, surgery, postoperative care, rehabilitation and follow-up. | Essential |
| S5 | Experience working within multidisciplinary surgical and rehabilitation pathways, including collaboration with nursing, physiotherapy and other relevant clinical specialists. | Essential |
| S6 | Strong understanding and practical experience of infection prevention and control within surgical services, including safe theatre practice and surgical sterility. | Essential |
| S7 | Experience supporting service development and quality improvement, including strengthening surgical systems, patient pathways and standards of care. | Essential |
| S8 | Experience training, mentoring and working alongside national clinical colleagues, with a commitment to knowledge transfer and sustainable capacity strengthening. | Essential |
| S9 | Experience working effectively with national and international colleagues across multidisciplinary and multicultural clinical teams. | Essential |

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| S10 | Ability to work effectively in a complex, rapidly changing and resource-constrained environment, exercising sound clinical judgement and prioritising patient safety. | Essential |
| S11 | Strong interpersonal and communication skills, with the ability to collaborate effectively with clinical colleagues, programme leadership and technical teams. | Essential |
| S12 | Strong spoken and written English. | Essential |
| S13 | Clinical experience relevant to paediatric trauma, limb reconstruction, orthopaedic trauma, amputations and/or complex extremity injuries. | Desirable |
| S14 | Experience working in humanitarian, conflict-affected, emergency or resource-constrained healthcare settings. | Desirable |
| S15 | Knowledge and/or practical experience of surgery in conflict or austere environments. | Desirable |
| S16 | Experience contributing to clinical reporting, data collection, service review and programme learning. | Desirable |
| S17 | Arabic language skills. | 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 | Able to commit to extended field-based deployments in Gaza, with the anticipated rotation pattern being approximately 8 weeks in Gaza followed by 3 weeks out. Some flexibility may be considered depending on operational requirements. | 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** | | |

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| 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

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| **Salary:** | Negotiable (dependent on experience) within UK-Med humanitarian pay scales. |
| **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. |
| **Deployment Pattern:** | Able to commit to field-based deployments in Gaza, with rotations typically lasting 4 to 6 weeks. Flexibility is available for longer deployments of up to 8 weeks, depending on candidate availability and operational requirements. Shorter rotations may also be considered for suitably experienced candidates, subject to operational needs. |
| **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<br><br>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.<br><br>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 31st of May 2027 (funding pipeline dependent) with opportunity for extension. |

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# Building a world prepared to help



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