



UK-Med Register:

WASH Engineer (Water, Sanitation & Hygiene) – Register

Candidate Information Pack

2026

Register

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:	WASH Engineers (Water, Sanitation & Hygiene)
Salary:	GBP £4,500 gross per month (Dependant on experience and depending on deployment context, with up to 20% additional allowance for adverse conditions.)
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 weeks with quarantine period.
Location:	Internationally and/or to any of the UK-Med responses.

Are you an experienced WASH Engineer professional looking for a diverse and exciting role?

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

Our responses are staffed from our Register of surge responders. Register members undergo extensive training and vetting in advance, so they can be quickly deployed to where they are most needed. Register members who join a response team are offered a fixed-term contract for the response and paid in line with our globally benchmarked pay scales.

We are seeking several new talented people to join our teams in various locations, to be available to deploy in WASH roles, you will be responsible for the identification, design, implementation, monitoring and reporting on the progress of community construction and rehabilitation projects in the assigned districts. S/he is Responsible for day-to-day field management, supervision, and provision of regular technical backstopping to WASH and Community projects.

Our ideal candidates will be experienced WASH Engineers who have demonstrable understanding of supporting in ensuring the quality and effectiveness of programming in accordance with grant proposal and guidelines.

You will have proven experience of ensuring implementation and successful completion of WASH related construction/rehabilitation projects or components as assigned by line manager.

You will be determined, high performing, compassionate and collaborative, as well as being committed to learning and supporting others to learn. Language skills will be an advantage.

We offer excellent learning opportunities and occasional opportunities to work in international humanitarian responses, should you decide to join our Register at a later date.

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 **20th September 2026**

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)

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.

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 changes in need.

Job Description

WASH Advisor

Job Title	WASH Manager
Reports to	Medical Coordinator (MedCo)
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 around 6 weeks (with potential quarantine period).
Hours	UK-Med Register role, no guarantee of any work, but if deployed work will be full-time.
Place of work	Internationally / any of the UK-Med responses
Purpose of role	
The WASH Engineer will be responsible for day-to-day field management, supervision, and provision of regular technical backstopping to WASH and community projects.	
Have demonstrable understanding of supporting in ensuring the quality and effectiveness of programming in accordance with grant proposal and guidelines.	
Key responsibilities	
Activities	
1	Responsible for assembling and mounting the Wash kit of UK Med field hospitals, ensure they are completed in a timely, efficient, and accurate manner according to standard.
2	Carrying out WASH needs assessments, evaluate wash data analysis and proposals design wash programs based on the needs.
3	Participate on the rehabilitated and / or build in the project, through technical feasibility studies, visits to facilities and sites.
4	Coordinate WASH construction activities with other local actors (governmental and non-governmental). Build strong relationship with local and government partners, Local Water and Sanitation authorities/corporations.
5	Ensure that WASH infrastructure construction and rehabilitation works are carried out according to BOQs, drawings, quality standards established by the organization through quality checklists.
6	Reporting of data to follow up the standard project and strategic indicators (number of beneficiaries, water consumption; quantity of waste produced; number and type of activities completed).
7	Develop and implement safety standard checklists ensuring that beneficiaries' safety is central.
8	Carrying out a functional evaluation of the wash set-up, assessing the applicable technical installations, systems, structures, equipment and HR set-up, the compliance with procedures, and UK MED policies and guideline

9	Coordinate with health team to prevent and control disease outbreaks. Develop and implement outbreak preparedness plans
10	Write and submit activity technical reports and filed visit reports at critical points of the construction, rehabilitation works or deployment phase.
11	Ensure Infection prevention and control protocols are established and implemented at UK Med health facility
12	Represent UK-Med in relevant WASH meetings and events.
13	Conduct technical assessment and feasibility survey for all water and sanitation infrastructure in targeted area.
14	Conduct need assessment for all water, sanitation infrastructure, community assets, (Latrine, water supply system, water treatment units, agriculture sites, etc.) in targeted areas.
15	Supervise and support field teams, local contractors ensuring technical excellence, high performance, and team safety.
Safeguarding	
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.
General duties	
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

Qualifications / Professional Memberships

1	Degree or master's degree in water and sanitation engineering, civil engineering, environment/public health, environmental science, architecture, public health or relevant technical WASH specialization	Essential
2	Two years field experience or extensive field experience with designing, implementing, and maintaining water and sanitation systems, hygiene promotion, waste management, environmental cleaning and vector control programs in health facilities and outbreak preparedness and/or response.	Essential
3	VHF Outbreak Response or preparedness: Directly managed operational protocols for Viral Hemorrhagic Fever (Ebola / Marburg / Lassa) deployment.	Highly considered

Knowledge, Skills and Experience

1	Experience of 2-3 years in field of civil construction and water infrastructure engineering, at least 1-2 years in WASH sector.	Essential
2	Proven previous experience in construction and the rehabilitation of WASH systems in low resource settings	Essential
3	Experience of providing WASH and related IPC support during an outbreak	Essential
4	Is a patient and good communicator (oral/written), who can function well in a working environment that involves a lot of diversity of cultures, languages, and personal interests and agendas.	Essential
5	Able to work independently and manage various tasks under tight deadlines	Essential
6	Computer literate, knowledge and experience of working on Auto CAD, Ms. Excel, word, Power point and Strong organizational skills.	Essential
7	Experience providing training to adult learners	Essential
8	The capacity and willingness to be extremely flexible and accommodating in difficult and sometimes insecure working circumstances.	Essential
9	Good understanding of spoken and written language (equivalent to UN Level III) in English	Essential
10	IT proficiency, including MS Word, MS Excel and Email	Essential
11	Additional languages particularly French, Spanish or Arabic	Desirable

Personal Attributes

15	Understanding of the moral and legal implications of humanitarian work	Essential
16	Strong understanding of Safeguarding and its importance in health	Essential
17	Effective communicator in multidisciplinary teams, fostering collaboration in high-pressure environments.	Essential

18	Resilient and adaptable, with the ability to function effectively in demanding and unpredictable settings.	Essential
19	Compassionate and empathetic, with a strong commitment to providing equitable care.	Essential
20	Culturally sensitive, with the ability to build trust and rapport with local communities.	Essential
21	Organized and proactive, capable of managing competing priorities under pressure.	Essential
22	Willingness to deploy to high-risk or austere environments on short notice.	Essential
23	Medically fit for the context and up-to-date vaccinations, including for diseases prevalent in deployment areas (specially for outbreaks) - as pre-deployment	Essential
24	Commitment to UK-Med's humanitarian mandate	Essential

UK-Med Core Humanitarian Competencies

22	Understanding humanitarian contexts and applying humanitarian principles and standards	Essential
23	Achieving Results	Essential
24	Developing and Maintaining Collaborative Relationships	Essential
25	Operating Safely and Securely at all Times	Essential
26	Managing in pressured and challenging environments	Essential
27	Demonstrating leadership	Essential

Key terms and benefits

Salary:	GBP £4,500 gross per month (Dependant on experience and depending on deployment context, with up to 20% additional allowance for adverse conditions.)
Working hours:	UK-Med Register role, no guarantee of any work, but if deployed work will be full-time.
Safeguarding and sanctions:	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.
Health and medical:	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.
Professional requirements:	NMC (Nursing Midwifery Council) registration or equivalent national registering body
Term of contract:	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