

## VOLUNTEER ROLE DESCRIPTION | Medical Leader

**Medical Leaders may be stationed at Base Camp or deployed in a Fire. A Fire is what British Exploring Society call a team of 8-12 Young People and 2-3 Leaders.**

Adventure and Expedition parties consist of 3-6 Fires and a Base Camp team led by the Chief Leader.

### Overview

British Exploring Society medical teams are assembled based on a thorough assessment of the medical requirements of each unique programme. We take into consideration a range of factors including the environment, the medical needs of the participants, and access to local facilities and services.

Our medical teams consist of fully qualified medical professionals including doctors, nurses and paramedics with appropriate specialist experience.

**Senior Medical Leaders** are always fully qualified doctors and will usually have expedition medicine experience prior to taking on the role. They support Junior Medical Leaders with decision making in the field. Senior Medical Leaders spend most of their time at Base Camp, visiting Fires in field only when needed.

**Junior Medical Leaders** may be doctors, nurses or paramedics. They work under the supervision of the Senior Medical Leader, although this supervision will often be remote rather than direct. Junior Medical Leaders may be stationed at Base Camp or deployed in a Fire.

An important responsibility of both Senior and Junior Medical Leaders is the medical screening of all participants, both Young People and Leaders. This includes reviewing medical forms and leading one-to-one medical screening interviews, either in person or online.

### Responsibilities

#### Before your Adventure or Expedition

- Attend all Leader training events and do all safer recruitment onboarding tasks (see below for details). Training is specific to each programme and is mandatory for all Leaders.
- Review medical forms and lead one-to-one medical screening interviews with all programme participants. Record notes using software provided by British Exploring Society. Expect medical screening tasks to take an additional 10-20 hours of your time. If you cannot make this time commitment, then we will be unable to place you as a Medical Leader.
- Agree for British Exploring Society to arrange medical indemnity on your behalf. A condition of this cover is that you must engage with our partner, [Endeavour Medical](#). This could take the form of attending or teaching on a course or writing a medical review of your British Exploring Society programme.
- Research medical conditions specific to the location and activities of your programme.

- Check the contents of medical kits provided to you by British Exploring Society, confirm that they meet the needs of your team and programme, and request any programme-specific additions in a timely manner.
- Brief all programme participants on important medical issues they can expect to encounter when in field.
- Answer medical queries from office staff, participants, and parents or carers, particularly regarding any applicants with medical concerns.
- Contribute to planning, risk assessments or programme-specific guidelines when asked by British Exploring Society or the programme Chief Leader.
- Submit any written medical guidance to the British Exploring Society medical advisor and office team for approval before distribution to participants.

## During your Adventure or Expedition

**You will take the lead on activities that relate directly to your expertise as a Medical Leader. These responsibilities include:**

- At the start of the programme: brief all participants on the contents and use of first aid kits and any other relevant medical issues specific to your programme.
- Contact local medical facilities to confirm what services are available and how you can access them.
- Be on call throughout the programme to deal with any medical queries.
- Maintain accurate medical records by completing incident and medical forms for any issues that arise. Take professional responsibility for the correct storage and handling of sensitive data.
- Care and maintenance of all medical kit and consumables, including recording its use and tracking inventory when distributed to participants.
- Encourage everyone to self-manage minor problems, under medical supervision if necessary.
- At the end of the programme: brief all participants on post-programme "blues". Suggest they see their GP if they develop any illness after their return. Instruct participants to continue taking programme-specific medications where relevant, for example anti-malarial medication.

### **If you are stationed at Base Camp:**

- Regard it as a priority to ensure the safety of every member of the programme at all times.
- Offer remote advice to Fire Leaders and young people regarding any medical issues that arise while they are away from Base Camp.
- Be prepared to travel out to visit Fires while they are away from Base Camp, as needed and as directed by the Chief Leader. These visits are likely to be for non-emergency medical issues such as check-ups on pre-existing conditions or the treatment of severe blisters or foot conditions.
- Support the rest of the Base Camp team with non-medical tasks as directed by the Chief Leader.

If you are placed in a Fire: all responsibilities relating to the safety, wellbeing and development of young people in your Fire are shared equally with the other Fire Leaders. These responsibilities include:

- Regard it as a priority to ensure the safety of every member of the programme at all times.
- Carry out Adventure, Knowledge and Personal Development activities and facilitate learning opportunities for all young people in your Fire.
- Inspire young people to fully engage in these activities to support the aims of the programme and the mission of British Exploring Society.
- Facilitate one-to-one and team reflections with the young people in your Fire to support individual goal setting and personal development.
- Encourage positive behaviour and provide pastoral care and support to young people when required.

### After your Adventure or Expedition

- Contribute to the programme report (PXR) and programme feedback as directed by British Exploring Society or Chief Leader.
- Contact participants' GPs with details of any serious medical issues that arose during the programme.
- **Expeditions only:** Attend the Expedition debrief event. This is usually a single day event held in London approximately 2 months after your return from Expedition.

## Person Specification

Essential Skills and Experience	Assessed in Your...
<b>DOCTORS</b>	
MChB/MBBS (or equivalent)	Leader Profile
Full UK GMC registration with no restrictions on practice or equivalent registration in another country. For UK trained GMC registered doctors, this requires satisfactory completion of F1 and F2 years	Leader Profile
<b>NURSES</b>	
Full Nursing Qualification	Leader Profile
Full UK GNC registration with no restrictions on practice or equivalent registration in an EU country	Leader Profile
Must hold a prescribing qualification and be able to gain medical indemnity	Leader Profile
<b>PARAMEDICS</b>	
Currently licensed paramedic	Leader Profile
Must be able to gain medical indemnity	Leader Profile

<b>ALL APPLICANTS</b>	
<p>Medical experience in a non-clinical environment. Ideally this would be expedition experience, but if not then sport or event medicine.</p> <p>Not essential, but strongly preferred: expedition medicine course or qualification e.g. advanced expedition first aid, Wilderness Medical Training (WMT) or similar. There are lots of providers of these courses. <a href="#">Endeavour Medical</a> offer a 20% discount to all British Exploring Society Medical Leaders.</p>	Leader Profile, Interview
Experience of A&E and/or trauma medicine	Leader Profile, Interview
An interest in youth development and experience working with young people <sup>1</sup>	Leader Profile, Interview
High levels of integrity and sound judgement	Interview
A strong and flexible team player	Interview
Excellent interpersonal and communication skills	Interview
Strong leadership skills and the ability to inspire others	Leader Profile, Interview
The ability to deal with conflict and overcome challenges	Interview
Multi-night experience in outdoor or remote/self-supporting environment	Leader Profile, Interview
Experience of managing groups in outdoor or remote/harsh environments	Leader Profile, Interview

## Personal Attributes

<b>Core Value</b>	<b>How Core Values appear as a characteristic, behaviour or competency</b>
<b>Courage</b>	Tackles new tasks, can embrace difficult decision-making and conversations, and supports other to do the same.
<b>Self-belief</b>	Is resilient, responds well to knock backs, likes opportunities to learn from mistakes.
<b>Challenge</b>	Has a can-do attitude, gets hands on as needed, quickly learn from setbacks and adapt behaviour to drive success.
<b>Community</b>	Is an authentic, mature communicator who values a wide range of stakeholder equally.

## Safer Recruitment Requirements

<sup>1</sup> We work with a wide range of young people including those with special educational needs, low aspirations, emotional and behavioural difficulties or specific developmental or support needs.

British Exploring Society is committed to creating a safe environment where young people can thrive. To ensure this, all our volunteers complete an onboarding process that confirms they have the right experience, checks, and training in place before working with young people.

For this role, you will need to complete:

- **DBS check**, including an international check if you have been outside the UK in one country for longer than 3 months in the past 5 years.
- **Two recent references**, one of which must be a professional reference.
- **2-day British Exploring Society Leader Induction** (online). This includes safeguarding and emergency procedure training.
- **2-day British Exploring Society Leader Training** (in person). This is programme-specific training covering a range of expedition and group management skills led by professionals in your programme team.
- British Exploring Society **Standard Operating Procedures test**.
- **Mental Health First Aid** online training module provided free by British Exploring Society.
- **16 hour Outdoor First Aid** course expensable to British Exploring Society up to the value of £200. You are exempt from this requirement if you can evidence equivalent training.
- **Supporting You**: our medical and social support screening form.
- **Overseas Expeditions only**: passport checks and any required vaccinations.
- Any additional onboarding tasks as identified by British Exploring Society staff.

## Building an inclusive community of Leaders

British Exploring Society is committed to building an executive and volunteer team that together represent a diverse variety of backgrounds, skills, and perspectives on the world. The more inclusive we are, the better we think we'll be at delivering our charitable aims.

Our focus is on supporting those most disadvantaged in childhood and adolescence. To deliver our charitable aims, and secure our future, our actions and behaviours must support our commitment to welcoming young people, volunteers and team members from backgrounds and life experiences that reflect our aims and the changing dynamics of contemporary life. We are making good progress providing access and programmes which work for young people from right across society, but we urgently need to diversify our staff and volunteer teams. We actively seek the energy, wisdom, and challenge of those who represent the life experiences of the young people we serve, and who can increase our effectiveness as a team.

## How to apply

We recruit volunteers on a rolling basis, throughout the year.

**STEP 1:** [Express interest in leading with British Exploring Society.](#)

**STEP 2:** Complete your Leader Profile application and attend a 90-minute Introductory Webinar.

**STEP 3:** Our Expeditions team will review your Leader Profile and, if you meet our criteria, you will be invited to book a 30-minute online interview.

**STEP 4:** If successful at interview, you will become a British Exploring Society Approved Leader, ready to apply to join our programmes.