



VOLUNTEERING OVERSEAS

Use your skills to improve lives



Before, during and after a crisis

Welcome

Use your skills to improve lives

Each year, professionals from around the globe volunteer with us in 80 countries to improve the lives of marginalised people. Time and time again, I am overwhelmed by the number of people willing to give their time and skills for very little financial reward in order to alleviate the pain of others.

Our volunteers, from medical and non-medical backgrounds, form the backbone of our overseas projects; without them we would be unable to deliver life-saving care to vulnerable people across the world.

They work with local staff – often in the world’s most difficult locations – to provide healthcare services for victims of extreme poverty, natural disaster and conflict. Rather than just respond to emergencies, we are dedicated to creating lasting change where need is greatest – irrespective of politics, religion or race – and raising awareness of people’s suffering.

Our staff provide basic healthcare, perform surgery, develop programmes for malnourished mothers and children, and treat neglected tropical diseases. A core element of our work focuses on long-term, sustainable healthcare. We train local staff, construct or rebuild hospitals and health centres, and reinforce national health programmes. In our longer-term projects, we treat HIV/AIDS patients and advocate for better access to treatment, provide educational sessions on reproductive health and offer psychological support for marginalised groups.

We are looking for people who have proven professional experience and a genuine desire to work in a humanitarian capacity with us. Volunteers are required to be dedicated, flexible and willing to push their own boundaries. You should be prepared for hard work, often under demanding conditions. Working with Doctors of the World is a challenge and requires careful consideration, but the rewards can be enormous.

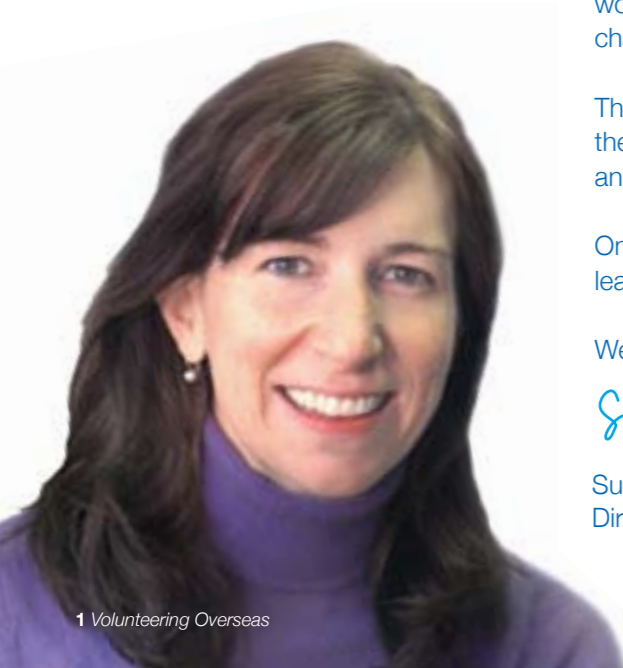
This brochure tells you more about the skills that we are looking for. A Doctors of the World assignment is anything but ordinary, and we’ve provided case studies and anecdotes that will give you a better idea of what to expect.

Once you’ve read this brochure, please visit www.doctorsoftheworld.org.uk to learn more about our current opportunities.

We look forward to hearing from you soon.



Susan Wright
Director, Doctors of the World UK



About Doctors of the World



Why work with Doctors of the World?

Because no two days are the same.

We don't take the easy option; our projects are based in areas and communities where need is greatest. We don't lecture; we offer practical solutions to overcome desperate situations. And whether we are there for four weeks or four years, we won't stop until we are confident that we have made a difference or trained local staff to carry on our work.

Doctors of the World

Doctors of the World (Médecins du Monde) was founded in 1980 by 15 doctors who broke away from Médecins Sans Frontières. Our vision was not simply to provide emergency medical aid; but to *bear witness* to any obstacles to healthcare or human rights abuses and to lobby for lasting change.

Doctors of the World UK

The UK branch was established in 1998. Since then we set up Project:London, a volunteer-led clinic in East London, to help marginalised groups access healthcare and other services. Doctors of the World UK also supports the international Doctors of the World network through fundraising, speaking out in the national and international media, providing technical expertise on a range of medical issues, liaising with local and international partners, and recruiting excellent staff.

We achieve our aims through three main types of healthcare projects...



Emergency Interventions

HAITI

Providing emergency medical care to victims of the earthquake in 2010

“The game for all of us is to anticipate what the team needs and to do it if you have a spare moment, without having to be asked. Each person has a multitude of tasks to perform but there is very little talking.”

Professor Christopher Bulstrode, surgeon in Port-Au-Prince.

Rehabilitation and Reconstruction

LIBERIA

Working in partnership to build a hospital that will become the country’s referral service for obstetric emergencies

“The construction of CB Dunbar hospital, a new hospital that Doctors of the World is building with local health authorities and other partners, is our main task here. It will make a world of difference to the local community. In the UK I can only help a handful of women, but by training midwives I help hundreds and hundreds here.”

Michelle Irving, midwife in Bong County.



Long-term and sustainable health development projects

SUDAN

Training local staff to enable the local population to maintain its own healthcare system

“This is my first foreign mission and it has given me a taste for continuing with this type of work. In comparison to working in the NHS I can see what a huge difference my work here makes to others, seeing the change motivates me to do more. As part of the role I have been mentoring other midwives. It is amazing to see others picking up the skills you have taught them. I am hugely proud of the achievements of the local staff who will be using those skills long after I have returned home.”

Emily Denness, midwife in Darfur.



Our core areas of work

Our work focuses on the people and communities that we believe face the greatest neglect and isolation. Sometimes they are brought to the world's attention, but often they never make it onto our TV screens. Without our intervention, vulnerable people's health outcomes and quality of life would continue to deteriorate.

An estimated 150 million children worldwide live or work on the streets

Ivory Coast: Supporting local NGOs working with street children

© Stephane Lehr



Street children

Mother & child health

© Marie-Pierre BUTTIGIEG

One child dies every three seconds from preventable diseases

India: Caring for women and children in shanty towns



HIV/AIDS

© Jacky Naegele, Reuters

Only 28% of HIV/AIDS patients who need treatment have access

Democratic Republic of Congo: An integrated response: building local capacity, providing treatments and supporting awareness-raising activities



Inequalities in health outcomes and access to care between rich and poor countries are greater now than 30 years ago

Indonesia: Improving primary healthcare and preventing infectious diseases

Primary healthcare

Climate change is here and has a real impact on vulnerable communities

Madagascar: Disaster risk reduction, in light of climate change

Climate change and migration



Key roles we recruit for

Medical roles

The composition of medical staff will depend on the mission. Coordinators at headquarters and on the ground determine what skills, and therefore staff, are needed. In the UK we recruit:

- Doctors and Medical Coordinators
- Surgeons
- Anaesthetists
- Obstetricians
- Nurses
- Midwives
- Mental health specialists



Basic requirements

We seek to recruit the best candidates possible to provide care to people in greatest need. Doctors of the World looks for skilled professionals with a genuine passion for humanitarian work. We respond to all candidates who submit a full application (CV and covering letter stating availability and reason for applying). The basic requirements are:

- minimum of two years relevant professional experience
- available for 6 to 12 months for longer-term projects (shorter assignments are possible for emergency placements, but volunteers must be available at short notice)
- commitment to the aims and values of Doctors of the World
- adaptable and able to work in a team
- flexible, able to manage stress and make difficult decisions unsupervised
- ability to train others and pass on skills
- willingness to work in potentially unstable countries
- experience of living or working overseas
- fluency in English (foreign language skills, particularly French or Spanish, are highly desirable)

Terms and conditions

If you are successful and are offered a placement, Doctors of the World will offer you a contract for the duration of your assignment. The benefits included are:

- basic "stipend" of £600-800 per month (higher range depending on the position and type of mission)
- visa expenses and travel to/from the UK and the country of assignment
- monthly allowance of £100-250 in local currency to cover basic living costs
- pre-departure vaccinations and any health checks
- insurance (medical, life, evacuation)
- annual leave of two days a month for projects lasting a minimum of six months (additional for highly stressful posts)
- full pre-departure briefing at Doctors of the World's headquarters in Paris
- accommodation (usually shared with international staff)
- support during and upon return from the field

Non-medical roles

We also need non-medical staff such as logisticians, technical, administrative and managerial staff to coordinate our programmes and ensure that the operations run smoothly. We recruit:

- Logisticians
- Administrators
- General Coordinators/
Site Coordinators



MEDICAL

Doctors Medical Coordinators

Being a Doctors of the World medic will not only change your life, but also the lives of many vulnerable people. You could be treating victims of armed conflict or natural disasters one day, while providing basic healthcare in a refugee camp or setting up HIV/AIDS treatment programmes the next. Your clinical and managerial skills will be tested continuously as you deliver medical care to people in areas where the healthcare infrastructure may have collapsed entirely or be woefully inadequate. As a Doctors of the World medic you will be supported by other team members and have continuous back-up from international and local staff.

Doctors of the World is especially in need of **general practitioners** or emergency doctors with field experience of managing a project and training staff.

Essential requirements

- registration with the General Medical Council (GMC), Irish Medical Council (IMC) or equivalent
- proven professional experience after registration (e.g a minimum of two years experience at SHO level or F2 qualified)
- relevant experience

Desirable

- training in tropical medicine and/or infectious diseases
- minor surgical and obstetrical experience
- teaching, supervision and management skills

Medical Coordinators: They are usually based in a country's capital, support and manage the medical aspects or a country's programmes and make regular visits to the project's sites. They are responsible for other medical staff and the medical budget. Knowledge of tropical medicine, epidemiology, infectious disease and disaster medicine is desirable. Applicants should have several years of field experience.

From the field

Antonio Berlanga, Doctor, Colombia: "I worked in the Medio Atrato region, an area severely affected by the ongoing civil conflict. I was shocked by the level of poverty there. Malaria, yellow fever and dengue fever are endemic, while local customs and the lack of health education make diarrhoea and malnourishment all too common. On a typical day I travelled four hours by boat to reach the nearest community. There was no electricity, running water, roads or any other infrastructure in these communities. Doctors of the World is the only organisation present in most of this region. I had a unique opportunity to help make a difference to people that would otherwise be forgotten by the outside world."

Surgeons and Anaesthetists



Doctors of the World surgeons and anaesthetists are often at the forefront of emergency responses to treat people wounded in conflict areas. At other times, along with obstetricians they are part of teams that provide longer-term surgical care to communities that lack access to specialist treatment. Doctors of the World also runs Operation Sourire. It is a surgical project that provides free operations to those suffering from facial deformations such as cleft lips and tumours, debilitating congenital malformations, infected limbs, burns, landmine injuries or other war wounds. Every year our teams visit an average of 12 countries to train local staff and provide treatment to strengthen local capacity and increase medical independence.

The sophisticated equipment and conditions of operating rooms may be more limited than what you are used to back home. Therefore, sound judgment is essential as you may have to improvise to apply your clinical skills appropriately. Doctors of the World assignments for surgeons are shorter than for other posts, typically lasting two weeks to two months.

Essential requirements

- registration with the GMC, IMC or equivalent
- current or recent practice
- ability to work with limited resources

Surgeons

- successful completion of four semesters of training
- ability to perform general surgery, including paediatric and caesarean sections
- experience in trauma, orthopaedics and craniofacial or hand surgery is desirable

Anaesthetists

- experience of trauma, craniofacial and obstetric anaesthesia is particularly useful

From the field

Professor Christopher Bulstrode, Surgeon, Haiti: “Being in Haiti to help with the emergency response after it was hit by a devastating earthquake was something else. I’d never seen anything like it in all my life. The grounds of the University Hospital in Port-au-Prince had become a tented camp. There were patients with amputated limbs or crush and burn wounds. A ballet dancer for the national dance team lost a leg. She was lovely and smiled a little; I had to try and save the rest of her leg but I had no X-Rays. Despite the tragedy around me, I was amazed by people’s solidarity and generosity.”

Nurses



General or specialist nurses, including those in operating theatres, provide primary care, administer treatment, plan and implement vaccination campaigns, operate feeding centres, organise mother and child health programmes, and establish and manage health posts. Training, supervising and managing local nursing staff or community health providers, and providing health education are key parts of the role.

Essential requirements

- valid Nursing and Midwifery Council (NMC), Irish Nursing Board (INB) registration or equivalent
- minimum of two years of professional experience
- experience in supervision and management

Desirable

- a diploma in tropical medicine
- post-qualification experience in one or more of the following areas: public health, infectious diseases, A&E, obstetrics, nutrition, paediatrics or operating theatre
- willingness to work unsupervised and with few resources

Operating theatre nurses

- experience in general and specialised surgery (obstetric, craniofacial, orthopedic, trauma)

From the field

Sarah Hopper, Nurse, Papua, Indonesia: “I was based in three different areas in Papua; the capital, Jayapura, and the mountain villages of Mulia and Sinak. HIV/AIDS is widespread in the region; some believe that it doesn’t exist, while many sufferers are ostracised from the community. Condoms are not widely used and it’s difficult to ensure an adequate supply for the rural populations. In the evening, under the cover of darkness, we gave HIV/AIDS awareness sessions and condom demonstrations to the local men so they knew how to use them correctly. We taught the women separately. We also encouraged people to go to the health centres for testing and to receive medication. Local people were very positive and enthusiastic about Doctors of the World’s work on HIV/AIDS.”

Midwives



Doctors of the World midwives play an important role in safe deliveries and improving maternal and child care, a key focus area of many of our international programmes. You could help set up a mother and child unit in a remote clinic, provide reproductive healthcare from mobile clinics or treat patients in highly populated areas. Your training skills will be essential as you will likely help traditional birth attendants develop new skills. At the same time, it is important that you learn about local cultural issues surrounding childbirth and traditional customs.

Essential requirements

- valid NMC, INB or equivalent registration as a midwife
- managerial and supervisory experience
- ability to train and coach other health workers
- willingness to be on call regularly for difficult and complicated deliveries
- 2 years current or recent clinical experience

Desirable

- qualification or experience in tropical nursing
- knowledge of sexually transmitted diseases and HIV/AIDS
- family planning experience
- community midwifery experience

From the field

Alice Fuller, Midwife, Somali region of Ethiopia: “It was a unique experience being confined to the town; in the middle of the desert, yet also being in the middle of a conflict zone. There was a lot of tension in the area, but I didn’t feel anxious or threatened on a day-to-day level as I was so busy! I was responsible for improving maternal health and was involved in training and supporting 130 traditional birth attendants. They are often the only providers of maternal care but they lack essential health education and resources needed for safe deliveries. I facilitated a lot of training and community discussion and I hope some of our work will act as a small catalyst for change.”

Mental Health Specialists



Mental health specialists often work in a post-emergency context. As part of a Doctors of the World project, you may work with people suffering from distress related to conflict or natural disasters, victims of abuse, sexual violence or stigmatisation. Although you will not be involved in administering or managing treatment directly, you will play an important role in developing a programme, and training and managing local mental health professionals.

Essential requirements

- formal education and post-qualification experience in one of the following areas: psychiatric nursing, clinical community psychiatry or psychotherapy
- experience in post-traumatic stress disorder or trauma and related areas
- demonstrable experience in training others and/or psychological education
- proven ability in supervision of mental health workers and coordination of mental health projects

Desirable

- proven ability in training trainers
- ability to work with adults and children

DOW in the field

Jordan/Iraq: Supporting mental health programmes in Iraq from Amman and Erbil in Jordan.

Around **20%** of patients attending pre-hospital care centres in Iraq suffer emotional trauma. However, most of these disorders are treated as physical problems. In response, drug addiction is growing very quickly among young people. Diazepam is the most commonly used medicine in Iraq. To respond to this situation, Doctors of the World is participating in a pilot project to integrate mental healthcare with primary healthcare throughout Iraq.

NON-MEDICAL

Coordinators/Logisticians



Logisticians ensure that Doctors of the World programmes run smoothly. You will be responsible for a wide range of tasks: from reconstructing hospitals and managing the supply of medicines to ensuring adequate water and electricity supply, and organising the team's living arrangements. Logisticians interact frequently with local authorities and organisations and oversee the implementation of security protocols.

In some cases, the positions of technical logistician and administrator are combined as all-round logistician.

Essential requirements

- minimum of two years of professional experience

Technical skills and experience in some of the following areas

- pump and generator maintenance
- assets and infrastructure management
- vehicle mechanics and fleet maintenance
- radio, communications and computer equipment
- proven ability as a manager, foreperson or team leader
- ability to train and coach people
- supply chain and freight management

Medical Coordinators: They are usually based in a country's capital, support and manage the medical aspects or a country's programmes and make regular visits to the project's sites. They are responsible for other medical staff and the medical budget. Knowledge of tropical medicine, epidemiology, infectious disease and disaster medicine is desirable. Applicants should have several years of field experience.

From the field

Peter Camp, Logistician, Sudan: "I have a huge task ahead of me as I'm responsible for rebuilding a new health centre. The thatched roof needs replacing with waterproof material and the walls are not very sturdy. A lady who was in labour kicked her leg and her foot went through the plaster walls. I'm also working on building a warehouse that can store drugs because at the moment they're being kept in rub halls (like a large tent) and it's too hot to store medicine appropriately. Seeing ill children get better makes the job worthwhile. You can see what a difference the work can have on a child's life."



Administrators

As a Doctors of the World administrator, you will ensure that a project has the staff and resources it needs. Your responsibilities include managing the project's budget, producing donor reports and liaising with donors, pay roll and human resources. With the technical logistician and project coordinator, you will deal with local authorities and organisations and be involved in the implementation of security protocols.

Essential requirements

- relevant professional experience
- minimum of two years experience of financial management, accountancy or budgeting
- proven ability as a manager or team leader
- ability to train and coach administrators

Other Roles

This is not an exhaustive list of posts. At times, depending on the project, we look for nutritionists, anthropologists, laboratory technicians or human rights lawyers. These positions are rarer but we will advertise them on our website when the need arises. So do visit our website, and stay in touch with us: www.doctorsoftheworld.org.uk

Coordinators

Career development with Doctors of the World

Several of our volunteers go on to undertake further missions with us over a number of years. They are committed to the aims and values of Doctors of the World and make the organisation a central part of their working life. Doctors of the World offers coordinator and project-management positions for those with the right mix of experience, skills and tenacity. These staff are the ambassadors of Doctors of the World around the world.

For these positions, we look for medical and non-medical professionals who have significant knowledge and experience in project and people management with Doctors of the World and/or other humanitarian organisations. These positions usually require a commitment of six months to a year. As a Doctors of the World coordinator, you must have a good understanding of our organisation and medical programmes, experience in project and budget management and be able to manage a multicultural team. You must be able to represent us at meetings with local authorities, local partners, the UN, donors, and the media; analyse the context; and implement changes to the project as required. Flexibility, adaptability, and the ability to network, influence, coach and analyse security protocols are also essential.

Those who wish to make a long-term commitment to Doctors of the World can apply for the following positions:

General Coordinator, Country Director: This position requires extensive field and managerial experience. It is usually based in the capital of a country with regular visits to the project locations and involves managing all aspects of the projects within the country or area. An ability to handle complex security situations in potentially unstable areas and deal diplomatically with other organisations and local authorities is a must. Applicants may have logistics, administrative or project management backgrounds.

Logistical Coordinators: They are largely based in a country's capital, and support and advise the logisticians working in the field. They oversee all of the team's supply needs for a country, manage the maintenance of vehicles and radio equipment and assess the quality of local suppliers. They ensure that logisticians receive the necessary training to carry out their responsibilities effectively.

Living in the field

Here comes the exciting but also nerve-wracking part, being there in the field. Life in the field varies tremendously from one mission to the next. On some emergency missions, you could be living in tents or refugee camps, shower with a bucket of cold water and have basic facilities. Even on longer-term projects, you might be based in remote locations, with limited contact with other than people beyond your team members and local community. However, volunteers on established programmes will usually have their own room. And in other instances, you may be working in a major city such as Nairobi, Jakarta or Lima.

You must follow security protocols at all times. You may be able to walk freely into the town or surrounding areas, but for others you may be limited to the Doctors of the World compound or house during your leisure time. Doctors of the World takes security very seriously and will monitor the situation continuously.

Living and working with other aid workers from across the world and the local population can be highly rewarding and offers unique insights into different cultures. However, it is intense and working in close proximity with your team can be stressful and tense at times. Doctors of the World staff need to be adaptable, open-minded and deal with stress in a positive way.

Frequently Asked Questions

What is the recruitment process?

- Submit CV and cover letter to the HR manager. If successful at this stage, you will be invited to an interview at the London office (Doctors of the World does not cover expenses for first round interviews). If there are no current positions, you will be on standby until a suitable role becomes available.
- The next step is a phone interview with the headquarters in Paris and then a face-to-face interview in Paris (Doctors of the World will reimburse expenses at this stage). Successful candidates may attend pre-departure briefings in Paris.

Does Doctors of the World offer training?

Doctors of the World offers training in areas such as languages, management and logistics for candidates wishing to continue working with us.

Is there an age limit?

There is no age limit for volunteers. However, applicants should have at least two years of professional experience in their areas of specialisation. Volunteers should be in good physical and mental health and will be obliged to undergo a medical check before working with us in the field.

Do you recruit students?

Unfortunately we cannot provide the support and supervision that students need for overseas projects, but we have a number of volunteering opportunities in our national projects and internships at the UK head office.

Do you accept non-British nationals?

Yes. The recruitment process requires face-to-face interviews, so applicants should be based in, or able to, travel to Europe.

How long are the missions?

This depends on the project and the context. For emergency projects, we require volunteers to be available at short notice, from a few weeks to a maximum of 3 months. Our post-crisis projects generally last from four to seven months and our longer development projects require a commitment of 9 to 12 months with a possibility of renewal.

Do volunteers need experience of working overseas?

We require at least some experience of living or working in developing countries. However, we might consider applications from candidates with less extensive overseas experience if they have strong, relevant experience in the UK.

Can I take my partner or family with me?

On some of our long-term development projects, it is possible. For some emergency missions or under exceptional circumstances, it is also possible if you and your partner are both working for us.

Can I choose where to go?

We will take your preferences into consideration but Doctors of the World makes the final decision and assigns volunteers to projects where need is greatest.

How does Doctors of the World manage safety and security in the field?

The safety of our programme and team is an essential part of our operations. We brief and train volunteers about the mission's environment and all the safety and security issues involved before their departure. An appointed professional is responsible for the security of each mission and will provide further briefings. We provide security and evacuation protocols and monitor and analyse the mission's environment on a continuous basis.

Visit www.doctorsoftheworld.org.uk for more information.



From the field

Clive Mellor, Finance and Admin Coordinator, Myanmar: "I'm head of finance, HR and admin for all of Doctors of the World's projects in Myanmar. Bidding and reporting to donors such as Europaid, Echo, Novib, Global Fund and the 3 Diseases Fund are key aspects of the role. We have to submit regular monthly financial reports to the headquarters in Paris and ensure that we stick to plans and budgets. A new HR policy has just been implemented for local staff, so I'm busy ensuring it's delivered effectively. After just a few weeks here, I've already fallen in a love with the country and the people and feel even more motivated to help in any way that I can."



Doctors of the World pledge

Doctors of the World is an independent, secular and democratic international organisation. We are committed to developing sustainable policies that will improve healthcare. Our organisation is made up of medical staff and professionals from other sectors who can help us achieve our aims.

Our volunteers agree to support Doctors of the World as we:

- observe neutrality and impartiality when providing assistance
- reject of all forms of discrimination against individuals, irrespective of ethnicity, religious beliefs, gender or political convictions
- maintain complete independence from all political, economic, or religious influences
- stand against intolerance, racism and anti-Semitism
- reject exclusion born of poverty, precariousness and ill-health
- bear witness and condemn oppression, physical or mental torture and any other violations of human dignity
- give assistance to victims of extreme poverty, natural disasters and war, at home and abroad
- respect the professional code of ethics

Apply today! www.doctorsoftheworld.org.uk

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**Thank you for your interest in
volunteering with Doctors of the World**



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