



Job Description

Job Title HEMS Doctor (Consultant or ST4+)

Hours Variable Hours

Responsible to Medical Director

Role Summary

Doctors at the Great North Air Ambulance Service (GNAAS) deliver advanced pre-hospital emergency and critical care across the Northeast, Cumbria, Isle of Man, and North Yorkshire. Operating from both helicopters and ground-based critical care cars, you will provide immediate life-saving interventions, safe in-transit critical care, and inter-hospital transfers.

You will work within a highly skilled multi-disciplinary team including critical care paramedics, pilots, and charity staff, and play an active role in education, governance, research, and service development to maintain the highest standards of pre-hospital critical care.

These posts do not attract an NTN in pre-hospital emergency medicine (PHEM) however the training provides a similar experience to that provided to the PHEM trainees that GNAAS also host, with the educational support and guidance provided to complete the PHEM exams.

Main Duties and Responsibilities

Clinical Care

- Deliver advanced pre-hospital emergency care in line with GNAAS standard operating procedures, JRCALC clinical practice guidelines, and other relevant national guidelines.
- Undertake assessment, diagnosis, and management of critically ill and injured patients, including advanced airway management, pre-hospital emergency anaesthesia, major haemorrhage control, blood product administration, and invasive monitoring.
- Ensure safe handover to hospital teams.
- Participate in major incident response as part of a mobile medical team.
- Complete accurate patient care records and comply with information governance requirements.
- Maintain infection prevention and control practices and ensure a clean, safe environment for patients and staff.
- Maintain aviation competence awareness, including Crew Resource Management (CRM), dangerous goods, fire exits, and annual aviation refresher training.

Communication

- Communicate effectively and compassionately with patients and relatives, supporting informed decision-making.
- Maintain clear communication with ambulance control centres, emergency services, partner agencies, and GNAAS charity staff.
- Present complex information clearly to different audiences, including hospital teams and external partners.
- Provide constructive feedback and participate in case debriefs.
- Act as an ambassador for GNAAS, including participation in charity events, fundraising, and public engagement.
- Uphold confidentiality, data protection, and GDPR compliance.

Operational

- Work as part of a rostered shift system (including nights, weekends, and public holidays) across both GNAAS bases (Langwathby, Cumbria and Urlay Nook, Teesside).
- Conduct daily checks of aircraft, critical care cars, drugs, and equipment; ensure proper use and governance of controlled drugs.
- Participate in equipment trials and service development projects.
- Maintain operational fitness and clinical competencies, undertaking required statutory and mandatory training, including aviation and clinical refreshers.
- Maintain a smart appearance (uniform/PPE) and comply with emergency driving policies.

Professional

- Uphold GMC standards of good medical practice and codes of conduct.
- Demonstrate leadership and effective teamwork with colleagues, emergency services, and partner organisations.
- Engage in clinical governance, audit, research, and quality improvement activities.
- Support the training, mentoring, and assessment of other team members.
- Promote equality, diversity, and a positive, open culture within the team, referencing fairness, inclusion, respect, and teamwork.

Additional Information

- Post holders must comply with all GNAAS policies, including infection control, safeguarding, confidentiality, data protection, and health and safety.

- Participation in major incident response and operational readiness is a core requirement.
- This job description is not exhaustive and may be amended in line with service needs or national developments.

Person Specification

Criteria	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • MBBS or equivalent. • Full GMC registration with license to practice. • ALS, ATLS, APLS (or equivalents). • Parent specialties of: Anaesthesia, Emergency Medicine and Intensive Care Medicine. • FRCA primary, MRCEM equivalent 	<ul style="list-style-type: none"> • FIMC RCSEd. • PHEM subspecialty training. • Instructor status in life support courses. • MSc/PhD. • Completion of Specialty Registrar Training in the UK or equivalent with CCT • Higher postgraduate qualification (FRCEM, FRCA)
Experience	<ul style="list-style-type: none"> • Significant senior experience in Emergency Medicine, Anaesthesia, Intensive Care, or Acute Medicine. • Advanced airway competence and pre-hospital emergency anaesthesia. • Minimum 12 months HEMS/PHEM experience 	<ul style="list-style-type: none"> • Previous military, or austere environment experience. • Audit, research, or service development. • Publications in PHEM. • 5 years' PHEM experience. • Formal anaesthesia training. • Aviation competencies • Teaching or mentoring experience.
Skills & Attributes	<ul style="list-style-type: none"> • Excellent decision-making, communication, and leadership under pressure. • Strong teamwork and interpersonal skills. • Ability to maintain accurate records. • Ability to successfully complete a fitness test and maintain required fitness levels. • Indemnity insurance 	<ul style="list-style-type: none"> • Able to make a contribution to clinical governance.
Health & Fitness	<ul style="list-style-type: none"> • Meets professional health requirements (GMC standards). • Physically fit for HEMS duties 	
Other	<ul style="list-style-type: none"> • Full UK driving license (≤ 6 penalty points). • Annual appraisal. • Agreement from base employer to undertake secondary employment with GNAAS. • Commitment to a just and open culture • Commitment to CPD. 	

Risk Profile

This role involves:	HEMS Doctor Risk Profile - Details of Risk Level					Examples
	Yes	No	Rare	Occasional	Frequent	
Lifting Weights / objects between 6 – 15 kilos	X				X	Lifting patients when moving and transferring
Lifting weights / objects above 15 kilos	X				X	Lifting patients when moving and transferring
Using equipment to lift, push or pull patients / objects	X				X	Use of a patient carrying equipment i.e., stretcher
Lifting heavy containers or equipment	X				X	Lifting some equipment i.e. defibrillator or response bag
Running in an emergency	X				X	From vehicle to patient's side
Driving alone / with passengers / with goods	X				X	In Rapid Response Vehicles (RRVs) and in Double Crewed Ambulances (DCAs)
Invasive surgical procedures	X				X	
Working at height	X			X		During emergency situations
Concentration to assess patients / analyse information	X				X	Analyse complex clinical information during assessment
Response to emergency situations	X				X	Essential element of HEMS Doctor role
To change plans and appointments / meetings depending on the needs of the role	X			X		May be asked to work in different clinical environment depending on the needs of the service, i.e. EOC

This role involves:	HEMS Doctor Risk Profile - Details of Risk Level					Examples
	Yes	No	Rare	Occasional	Frequent	
Clinical interventions	X				X	Doctor interventions such as intravenous access, intubation, defibrillation
Informing patients / family / carers / stakeholders of unwelcome news	X				X	Dealing with unsuccessful cardiac arrests, or managing unwell patient's unrealistic expectations
Caring for terminally ill patients	X				X	End of life care patients frequently call 999 for support
Dealing with difficult family situations	X			X		Occasional family situation with hostile or unreasonable expectations
Caring for / working with patients with severely challenging behaviour	X			X		Some 999 calling patients will have challenging behaviour
Typing up minutes / case conferences	X			X		Preparation of clinical governance cases
Clinical / hands-on patient / client care	X				X	Essential requirements of patient facing role
Contacts with blood / bodily fluids	X				X	Wound care requiring appropriate closure
Exposure to verbal and/or physical aggression	X			X		Exposure to verbally/physically aggressive patients such substance misusers
Exposure to unpleasant working conditions (incl. dust, dirt and fleas)	X				X	Living conditions of some patients
Exposure to harmful chemicals / radiation	X				X	Response to road traffic accident
Attending the scene of an emergency	X				X	Essential requirement of the role
Using display screen equipment for the majority of a shift	X		X			

