



# Recruitment Pack



Together, we save lives





## Thank you for your interest in joining the Great North Air Ambulance Service (GNAAS).

Every day, our teams stand ready to respond when the worst happens, delivering world-class pre-hospital care to people across the North East, North Yorkshire, Cumbria and the Isle of Man.

We are more than just an air ambulance. We are a community of professionals, volunteers, and supporters united by a shared purpose: to save lives, relieve suffering, and advance pre-hospital critical care.

From our pilots and paramedics to our fundraising, logistics, and support teams, every person plays a vital role in keeping our helicopters in the air and our service ready 24/7. Whether your role is on the frontline or behind the scenes, your work will have a direct impact on saving lives.

Joining GNAAS means becoming part of something bigger. A community that truly makes a difference every single day.

I'm proud of the incredible people who make this charity what it is, and I'm delighted you're considering joining us. I hope this recruitment pack gives you a sense of who we are, what we stand for, and the life-changing work you could be part of.



Joe Garcia  
CEO



## Who we are

From our early beginnings in 2002, with a single aircraft covering the North East, we've grown into one of the UK's leading air ambulance charities.

Our helicopters and rapid response vehicles are effectively emergency rooms, equipped with advanced technology and staffed by expert pilots, specialist doctors and paramedics trained to deliver advanced life-saving interventions at the scene.

We don't just respond to emergencies. We are also pioneers in pre-hospital medicine, leading research, training clinicians, and sharing knowledge that improves care across the UK and beyond. Our charity's work has influenced national practice, shaping the future of critical care.

Every mission we fly and every innovation we make is funded entirely by the generosity of the public. We receive no government funding, meaning that our incredible supporters, corporate partners, and volunteers are the reason our helicopters can take to the skies every day.

More than two decades on, our commitment remains the same: to be there for **anyone, anywhere, at any time**.



## Why we do it

When 21-year-old Sam Beecroft left home for work, no one expected the emergency his journey would become. While riding his motorbike on the B6524 near Morpeth, a bird struck his helmet and he crashed into a fence. The impact caused a serious spinal cord injury (T3 level), leaving him paralysed from the chest down.

Our doctor and paramedic team arrived at the scene, recognised the severity of the spinal injury and moved quickly to stabilise Sam's condition.

Today, although Sam uses a wheelchair, he is taking part in adaptive sports and has rebuilt his life around his changed circumstances. His recovery story, framed by that life-saving intervention on a stretch of road, reminds us why we keep the helicopters flying, the critical care teams ready, and the fundraising going.

Because someone's morning commute or weekend ride can turn into the call that changes everything. And that person deserves us to be ready.



**"The doctor who came from the air ambulance is probably the one who actually saved my life."**



## How we do it

**We provide outstanding pre-hospital care to people of the North when they need it most, keeping families and communities together by saving lives.**

To achieve this we keep three simple values at the heart of everything we do...



### We are committed to:

our purpose, the people we serve, the quality of our work, and doing a good job.



### We have the courage to:

try new things, take measured risks, speak up, and innovate in our field.



### We care about:

inclusion of all voices, each other, our supporters, our patients and their families.

**ONE TEAM,  
SAVING LIVES**







## Meet the Operational Leadership Team

Bringing together experts from across clinical care, aviation, governance, and training to ensure we deliver safe, effective, and innovative critical care every day.



Stu Thompson

### Head of Quality, Safety, Compliance and Governance

- Leads clinical governance and quality improvement
- Oversees processes to ensure we deliver safe, high-quality care
- Chairs our Clinical Standards Panel, which reviews every case we attend



Dr Philip O'Donnell

### Medical Director and Consultant in Pre-Hospital Emergency Medicine

- Responsible for patient safety, clinical quality, and driving innovation
- Contributes to and influence the clinical and operational strategy, develop workforce models and ensure excellent patient outcomes



Dr Laura Duffy and Dr Nat Lonsdale

### Deputy Medical Directors

- Responsible for leading clinical excellence and innovation
- Shape strategic direction to advance pre-hospital care



Hollie Smith

### Clinical Lead

- Oversees and develops our clinical delivery



Steve Miles

### Consultant Paramedic

- Develops partnerships with external organisations
- Represents the paramedics to the Trustee board



John Kirton

### Training Lead

- Oversees and develops our internal and external training provision

## Your training

Excellence in patient care starts long before the call-out. Our clinical teams are supported by industry-leading training and development, designed to equip you with the skills, confidence and readiness needed to deliver critical care in the field.

### Why our training matters

Working in pre-hospital critical care is unlike any other clinical environment. You'll face remote locations, unpredictable incidents and the need to deliver high-stakes interventions under pressure.

### What you'll experience

- Training side-by-side with doctors and paramedics to build cohesive teams and shared expertise
- Realistic, hands-on scenarios simulating major trauma, remote extrication, retrieval missions, aviation-linked scenarios and multi-agency incidents
- Continuous professional development supported by our faculty of senior consultants and HEMS clinicians

Together, we're leading  
the way in pre-hospital  
critical care.

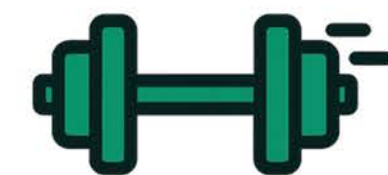






## Benefits

We know that our people are our greatest strength, that's why we offer a comprehensive range of benefits designed to support you:



Free onsite gym



Private healthcare schemes



Supportive training and development programmes



Pension scheme



A generous annual leave entitlement



Free onsite parking



Flexible working schemes



A modern working environment



Organised staff social events



Access to a 24/7 counselling and advice service



Cycle-to-work scheme





Join our life-saving team

🌐 [gna.as/JoinGNAAS](https://gna.as/JoinGNAAS)

@ [hr@gnaas.co.uk](mailto:hr@gnaas.co.uk)



[www.gnaas.com](https://www.gnaas.com)



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UK charity No. 1092204

Isle of Man charity No. 1329