



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**





Your training and wellbeing

We know that our people make the difference. That's why we're committed to creating an environment where colleagues feel supported, valued, and empowered to grow throughout their careers.

From day one, you'll take part in a welcoming induction and onboarding programme designed to help you settle into your role, understand our values and culture, and feel confident as part of the team.

We believe in continuous learning and development, offering a range of training opportunities, workshops, and professional development programmes to help colleagues build their skills, expand their knowledge, and achieve their career goals. Alongside this, our mandatory training programme ensures everyone has the essential tools and understanding needed to succeed in their role.

Supporting wellbeing is equally important to us. We are committed to fostering a positive, inclusive workplace where colleagues feel able to thrive both professionally and personally. We provide access to wellbeing support, resources, and guidance to help maintain a healthy work-life balance and promote positive mental health.

Collaboration is at the heart of everything we do. Through shared learning opportunities, cross-team projects, and team-building activities, colleagues are encouraged to work together, exchange ideas, and learn from one another. This collaborative approach helps us maintain a supportive, connected culture where everyone can contribute and succeed.

Together, we're saving lives.



Meet the Senior 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.



Ashleigh Chapman

Head of Income and Engagement

- Leads and grows all income streams, like fundraising, corporate partnerships and events.
- Oversees supporter and public engagement, including marketing and communications.



Clive James

Head of IT

- Leads the charity's IT strategy and digital systems.
- Makes sure technology is secure, reliable and cost-effective.



Andrew Dunn

Head of Finance

- Leads the charity's financial strategy and planning.
- Makes sure budgets, cashflow and reporting are accurate and timely.
- Oversees financial controls, risk and compliance with all regulations.



Sherryll Davison

Head of HR, People and Culture

- Leads people strategy, HR and organisational culture.
- Oversees recruitment, performance, well-being and staff development.
- Makes sure policies, processes and practices are fair, legal and values-led.



Stu Thompson

Head of Safety, Compliance and Governance

- Leads clinical governance and quality improvement
- Oversees processes to ensure we deliver safe, high-quality care



Philip O'Donnell

Medical Director

- Responsible for patient safety, clinical quality, and driving innovation
- Our representative at the Northern Trauma Network Clinical Advisory Group



Benefits

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



Life assurance and private healthcare



Generous annual leave and occupational sick pay



Pension scheme



Reimbursed eye tests



Hybrid and flexible working options



Cycle to Work and Blue Light discount schemes



On-site coffee house



Regular team social events and away days



Ongoing training and development opportunities



Free on-site parking



Employee Assistance Programme with 24/7 counselling, GP access, physiotherapy and wellbeing support



Chaplaincy support and paid volunteering days



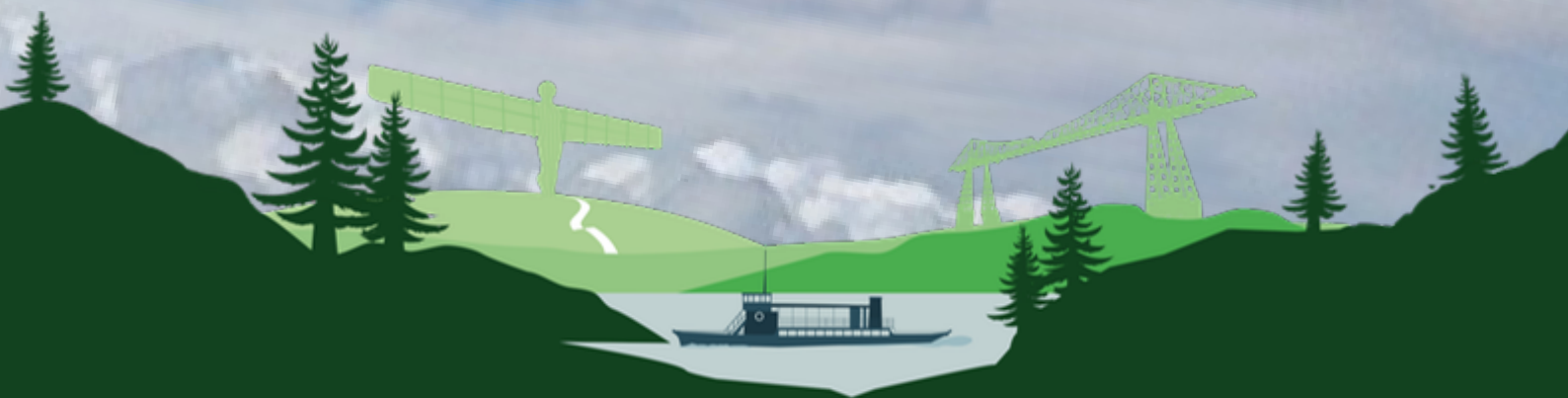
Free on-site gym



Join our life-saving team

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www.gnaas.com



[/GNAirAmbulance](https://www.facebook.com/GNAirAmbulance)



UK charity No. 1092204

Isle of Man charity No. 1329