



# 1. HEAT AND FIRST AID TRAINERS

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## 1.1. HEAT OVERVIEW

Spearfish have delivered HEAT courses around the world since 2012. We currently offer heavily contextualised content across Africa and Asia, and more recently Ukraine. Headquartered in the United Kingdom (UK), we use a mix of international and local instructors with a wide range of backgrounds and experience. Our courses combine the experience of our qualified subject matter Experts with facilitated discussion groups and immersive training exercises.

One thing that typifies our instructors is their real-world experience of providing security advice and services in the field. This real-world experience is essential to tailoring our training courses for our clients. Our courses also offer a large component of medical training alongside many other skills required to navigate a typical high-risk deployment. Our delivery style relies on strong inter-personal skills to convey principles and techniques to a wide range of nationalities, sectors and experience levels of those on our courses.

## 1.2. REQUIREMENT HEAT

Spearfish are seeking experienced and suitably qualified instructors to assist in delivery of our HEAT courses around the world, specifically in the Sub-Saharan Africa (Nigeria, Kenya and Ethiopia), South Asia (Pakistan and India), the United Kingdom and Ukraine.

Essential experience **must** include:

- Experience teaching or training security courses and workshops.
- Experience developing complex and technical training material, e.g. first aid and medical trauma, crisis management, security analysis.
- Deep conceptual understanding of security risk management and risk assessment processes.
- Experience working in high-risk areas, including disasters and fragile and conflict affected states.



- Experience working in an international NGO or development sector context.
- Experience leading diverse and geographically dispersed teams.
- Able to build networks and relationships under challenging conditions.
- Communicate clearly and effectively.
- Comfortable in challenging at all levels.
- Able to work with standard IT equipment and software suites (e.g. Office).
- Strong written and spoken English.
- Instructor or teacher certification:
  - Evidence recent teaching and working in a complex, remote or hostile environment.

Desirable experience **may** include:

- Instructor or teacher certification:
  - Level 3 Education and Training, or PTLLS
- The ability to work in an additional language, e.g. those countries mentioned above are highly desirable.
- Trauma Risk Management Practitioner (TRiM).

### **1.3. REQUIREMENT MEDICAL:**

If you would like to be considered for a medical instructors role, additionally we are seeking:

- Level 3 or 4 FREC (in date)
- Level 2 FPOS (1) or Level 4 FPOS (in date)

Note; if you have both sets of qualifications and would like to be considered for both types of roles, please indicate.

Contracts will be on a self-employed basis and project specific. A daily rate will be paid when deployed with travel expenses. Longer term contracts may be offered monthly rates.



#### **1.4.APPLYING:**

Can you please send a copy of your cv and a covering letter to [rosieturner@spear-fish.com](mailto:rosieturner@spear-fish.com).