Introduction

Bristow Group is the leading provider of industrial aviation services offering helicopter transportation, search and rescue (SAR) and aircraft support services to government and civil organizations worldwide. With headquarters in Houston, Texas, Bristow has major operations in the North Sea, Nigeria, the U.S. Gulf of Mexico, and in most of the other major offshore oil and gas producing regions of the world, including Australia, Brazil, Canada, Russia and Trinidad. Bristow provides SAR services to the private sector worldwide and to the public sector for all of the UK on behalf of the Maritime and Coastguard Agency. More information here: http://www.bristowgroup.com/about-bristow/

Background

In 2013, Bristow Helicopters Limited won the UK Government national contract to deliver search and rescue operations on behalf of the Maritime and Coastguard Agency (MCA).

Bristow took over the helicopter provision for SAR responsibility from the Royal Air Force and Royal Navy in a phased approach throughout 2015 and 2016. The existing Coastguard bases at Lee-on-Solent and Stornoway became part of the UK contract in April 2017, followed by Sumburgh in July 2017.

Bristow now operates from 10 coastguard helicopter bases around the UK on behalf of Her Majesty’s Coastguard to respond to all SAR incidents for the whole of the UK. This is a service that people rely on in a time of need. Bristow fully understands the responsibilities that go with providing the SAR helicopter service in the UK and the company is committed to delivering a service that meets or exceeds the high expectations demanded.

Bristow is working closely with national and local agencies such as the Coastguard, Police, Fire Service, Mountain Rescue Teams, RNLI and voluntary community groups, to ensure the delivery of a world-class SAR operation in the UK. More information can be found here: http://www.bristowgroup.com/uk-sar/

Recruitment Plans

Our Strategic Plan identifies a key requirement for ongoing recruitment and training of ab-initio Technical Crew SAR Winch Paramedics in order to ensure consistent, high-quality service delivery to our customer, the Maritime Coastguard Agency. Starting in 2019, Bristow Helicopters is opening recruitment for four cadetships which will provide extensive training over a two year period after which you can apply internally for a permanent assignment and the opportunity for further training, support, career progression and financial advancement. Bristow Helicopters is committed to providing an innovative training and development package to bring you in to frontline SAR.

We look forward to hearing from you!
Job Description

The SAR Winch Paramedic is responsible to the commander to assist in the safe and efficient conduct of the flight and shall:

a. Comply with the regulations and procedures prescribed in the Operations Manual

b. Immediately inform the SAR commander about anything which might affect the SAR readiness of the helicopter or equipment

c. Prepare the aircraft medical equipment before each flight

d. Administer medical treatment to survivors in accordance with BHL scope of practice held

e. Operate the Mission Management System and technical mission equipment as required

f. Assist medical personnel in first aid and/or assist in operating the medical equipment in co-ordination with responsible medical personnel

g. During winching operations inform the Winch Operator regarding height and direction by using standard guiding hand signals

h. Ensure that good physical condition is maintained at all times

i. Participate in the pre-flight brief and post-flight debrief

j. Ensure that training requirements are met

k. Log all training

Location will be as required during training with longer term opportunities to work at any of the following bases – Lydd, Lee-on-Solent, Newquay, St Athan, Caernarfon, Prestwick, Stornoway, Sumburgh, Inverness & Humberside. An assignment to one base does not preclude future applications to an alternate base. Internal vacancies are relatively routine but it may take a number of years to achieve a specific assignment.

Reporting to the Technical Crew Manager during training and Base Technical Crew Chief thereafter.

Hours are variable during training within the Flight Time Limitations and Working Time Directive. There is a requirement to hold 24 hour duty shifts both during training and once operational.

Whilst undertaking FSTD training the Training Salary will be £28,500 PA; this is expected to last c. 9 months. Once the training moves to the aircraft you will move to the Cadet Pay Scale which, including Paramedic Allowance, begins at £36,400. During the course of the five year Cadet Pay Scale there are annual increments which currently expect the Cadet scale to finish at £41,500. After the Cadetship the successful applicant will move to SAR Paramedic Winch Crew Pay Scale which currently starts at £42,700 (including Paramedic Allowance) with annual increments for sixteen levels, currently taking the SAR Paramedic Winch Crew to c. £53,200. Salaries are based upon working an average of 8 SAR shifts per month and working up to the Civil Aviation (Working Time) Regulations duty hour limitation (currently 2,000 duty hours). In addition Bristow offers a competitive benefits package including BUPA membership, up to 9% matched pension contributions (dependent upon length of service) including death in service benefit, Share Incentive Programme and Cycle to Work Scheme.

Key Relationships

Internal: Technical Crew Manager, SAR Standards Technical Crew Chief, Base Technical Crew Chief, Technical Crew Instructional staff, Base Clinical Lead.

External: Acute Hospitals, Care Networks, Ambulance Service, MRTs, RNLI, Police, FRS, Coastguard.

Summary

Operating from any of the UK bases we expect SAR Winch Paramedics to integrate as part of a four person crew and a six person team. You will hold a 24 hour shift, commencing at 1300, and will respond within 15 minutes by day and 45 minutes at night to a wide variety of challenging and complex tasks, often in hazardous environments and extremes of weather. Unsupervised, you will evaluate, plan and execute patient treatment, extrication and transportation requirements. Candidates need to be both team players and leaders; you need to be able to work autonomously yet be able to lead authoritatively. The potential physical and emotional challenges of SAR tasking can be extreme and should not be under-estimated. You will deliver high quality, safe, effective and compassionate pre-hospital clinical care.
Essential Requirements

Right to permanently live and work in the UK
HCPC registered Paramedic
Full UK/EU driving licence
Availability to commence employment Oct 2019
Five GCSEs at grade C or above including Maths, English and a Science (or equivalent academic qualification)
Current passport holder

Key Attributes

Physically fit
Authoritative
Capable
Problem solver
Good communicator
Flexible
Self-motivated
Ambassador
Accountable

Professionally competent
Resilient
Emotionally strong
Calm
Reflective
Leader
Lateral thinker
Mentally agile
Adaptable

You are expected to:

Identify and maintain your own CPD requirements
Maintain a high degree of physical fitness
Comply with Bristow Drug & Alcohol policy including pre-employment and randomised screening

You will:

Frequently need to demonstrate a high level of physical fitness, stamina and emotional resilience to overcome the challenging demands of emergency situations. As with most emergency services this will mean occasional exposure to highly distressing and traumatic circumstances.

Frequently require to use manual handling for the movement of patients including the use of specialised equipment.

Frequently require the use of fine motor skills during patient treatment.

Frequently work in confined spaces, high and low temperatures, as well as adverse weather conditions such as rain & snow and in high sea states.

Above all, you will adhere to Bristow’s “Target Zero” ethos; which is at the core of all that we do.
Application Process

DO NOT START the application process unless you can satisfy the eyesight requirements, these can be reviewed in the Eyesight Standards document. If you have any concerns regarding your eyesight we suggest you book an appointment with your optician to ask their opinion (the Eyesight Examination Form can be used to assist if required).

DO NOT START the application process if you are unwilling to undertake and pass (at your own expense) the PPL(H) Meteorology and Navigation exams prior to attendance at Selection.

DO NOT START the application process without reviewing the mandatory Key Dates.

Please apply using the online application process. This process has a series of Yes/No questions, you may be asked for some further information or you may be asked to provide more detail or explanation. At the end of this screening process you will be asked to upload your CV.

Extensive Paramedic experience and aviation experience should not be considered as a pre-requisite for application to this cadetship.

Key Dates – due to the availability of external training facilities the following key dates are fixed and therefore attendance is mandatory if successful. Applicants who cannot guarantee their availability for these dates will not be considered.

Opening Date: 11th February 2019

Closing Date: 1st March 2019

Selection Days: 4th & 5th of June or 5th & 6th of June (please specify if you have a preference but this cannot be guaranteed). Selection content is stated at the end of this document.

Anticipated start date: October 2019


Training Phase B, Germany: 25th to 29th November 2019 and 9th to 14th December 2019

Training Phase C, Finland: 5th to 18th January 2020

Training Phase D, UK: Commencing February 2020; location, timing & duration as required.

This role requires candidates who are willing to travel extensively in the pursuit of their training. Company Induction will take place in Aberdeen and then on a variety of Flight Simulation Training Devices (FSTD) throughout Europe. On completion of this phase you will be assigned a training base where you will begin your aircraft conversion to either the Sikorsky S92 or Leonardo AW189 and will complete a period of mentoring during operational SAR shifts. On completion of this training you will be operational and cleared to hold SAR shift at any of our UK SAR locations (aircraft type dependent) and can apply for any internal Staff Vacancy Notification (SVN) with the aim of gaining a permanent assignment. The ability to travel, remain flexible and adaptable are key attributes required for this role. Travel, accommodation and subsistence will be at Bristow’s expense for all authorised duty travel.
Ab-initio SAR Winch Paramedic Selection Format

If successful during the online application phase, candidates will be invited to attend a two day selection event. For the 2019 entry there are only two dates available – Group A on 4th & 5th of June, Group B on 5th & 6th of June, both at Fleetwood Nautical College. Travel will be at your own expense but accommodation (on a dinner, B&B) basis will be provided, lunch will also be provided at Fleetwood. You will be expected to arrive the evening before your course and should anticipate two full days with departure not before 1700 on day two.

The selection course will include six elements:

1. Interview.
2. Medical Moulage scenarios.
4. Pool tests.
5. Physical tests.
6. Skills tests.

Candidates will be interviewed by a three person interview panel.

Candidates will be assessed during two medical moulage scenarios. Candidates should anticipate some physical exercise immediately prior to these assessments. This is a test of the ability to think clearly and deliver medical treatment representative of working in a physically challenging situation.

Candidates will undergo a cardio-respiratory assessment which will include a multi-stage fitness test, press-ups and sit-ups, at best effort. Specific minimum standards based on age and gender will be provided at the point of invitation. The role of the UK SAR TC can be very physically demanding and a high degree of physical fitness and endurance is essential to ensure on-going ability to perform in the role, maintain general well-being and to ensure occupational fitness throughout employment.

Candidates will undergo a series of pool tests to include:

1. Skills test – see below.
2. Dinghy boarding (both single and multi-seat).
3. Height confidence assessments requiring candidates to step off a platform at 3 & 5 metres.
4. Dive to 2 metres depth to recover an object.
5. Swim 720 metres in under 20 minutes. (40 lengths of an 18 metre pool).
6. Tread water.
7. Tow a 40Kg dummy for two lengths of an 18 metre pool.

This phase will test a candidate’s swimming ability, fitness for task, confidence in open water and ability to self-recover to shore (with casualty) in case of an aircraft malfunction. It will also test confidence at height, this role involves frequent exposure to height with winch deployment in varied situations; these tests will be an assessment of confidence at height and immersion in water which is common.
Candidates will also undergo a series of physical tests to include:

1. Carry both the Lightweight Stretcher (28Kg) and First Response Bag (19Kg) (individually or combined) over 100 metres under guidance/supervision.

2. Carry the Ruth Lee dummy (40Kg) over a 30 metre course under guidance/supervision.

This will test candidate’s ability to move equipment from the point of winch deployment to the casualty’s location. This will also test a candidate’s ability to move a casualty from immediate harm before being able to deal with other factors.

Candidates will undergo a series of skills tests in body handling and rescue strop placement both on land and in the pool, these will involve a demonstration by staff with candidates expected to replicate. This will test candidate’s ability to follow instruction in fundamental procedures.

Note 1: All pool drills will be conducted in an environmental pool where, at times, conditions can be anticipated to mimic a one metre swell.

Note 2: Specialist equipment will be provided; candidates are to bring swimming attire and swimming goggles.

Note 3: Candidates will be excluded if they have not consented to and undertaken a medical screening prior to attendance at Selection.