



Introduction

Bristow Group is the world's leading provider of industrial aviation services - offering helicopter transportation, search and rescue (SAR) and aircraft support services to government and civil organizations worldwide.

Bristow provides SAR services to the private sector worldwide and to the public sector for all the UK on behalf of the Maritime and Coastguard Agency. More information here: www.bristowgroup.com/about-bristow/

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.

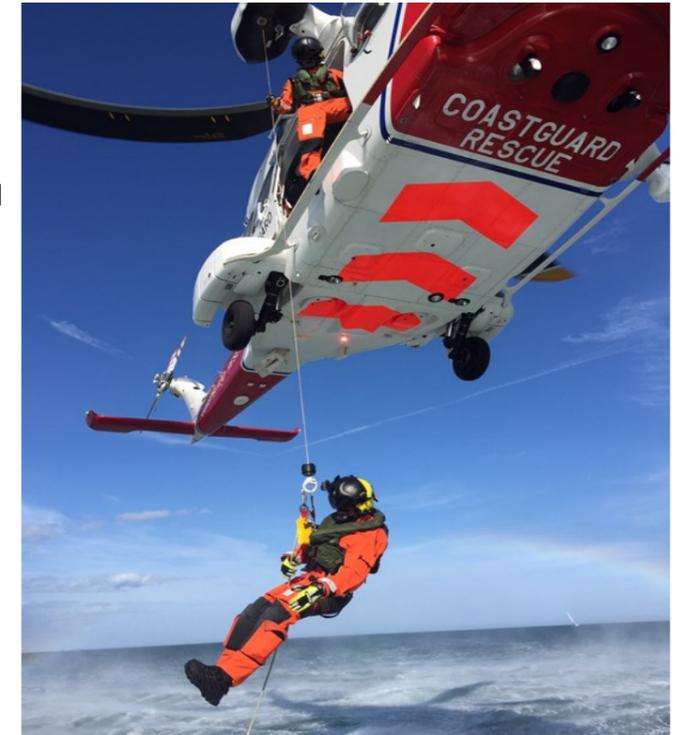
Background

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 now operates from 10 coastguard helicopter bases around the UK on behalf of HM 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 works 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. For more information visit: www.bristowgroup.com/uk-sar/

Our Strategic Plan identifies a key requirement for ongoing recruitment and training of ab-initio Technical Crew SAR Winch Paramedics to ensure consistent, high-quality service delivery to our customers, one of which is the Maritime Coastguard Agency.



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

Recruitment Plans

Starting in January 2022, Bristow Helicopters is opening recruitment for its SAR Winch Paramedic cadetship, which will provide extensive training over a year-long period; after which you can expect to fill a permanent assignment, with opportunity for further training, support and career progression.

Bristow Helicopters is committed to providing an innovative training and development package to bring you in to front-line SAR.

We look forward to hearing from you!

Job Description

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

- * Comply with the regulations and procedures prescribed in the BHL SAR AOC Operations Manuals
- * Immediately inform the SAR Commander about anything which may affect the SAR readiness of the helicopter or equipment
- * Operate the Mission Management and FLIR Systems as required
- * Assist other healthcare professionals on scene and inflight, as part of a pre-hospital multi-disciplinary team
- * Participate in the pre-flight brief and post-flight debrief
- * Ensure that all training requirements are met and accurately recorded
- * Ensure completion of all associated flight documentation
- * Deliver Paramedic led pre-hospital emergency medicine in accordance with the BHL scope of practice
- * Maintain organisational and HCPC's standards of proficiency; conduct, performance and ethics; and Continuing Professional Development (CPD)
- * Inform and report incidents which may adversely impact the health and safety of staff, service-users, or impact service delivery
- * Inform the clinical governance department of any personal or regulatory fitness to practice concerns
- * Hold, and maintain by reassessment in accordance with the Aircrew Regulation Part-MED, a valid class 2 medical certificate
- * Be physically and mentally fit to perform their duties and discharge their responsibilities safely.

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.

Essential Requirements

Unrestricted travel (WRT COVID 19 restrictions, i.e., the ability to travel **without** extended periods of isolation as is currently required for the 'unvaccinated') within the EU during training

- Right to permanently live and work in the UK
- HCPC registered Paramedic
- Full UK/EU driving licence
- Hold a full passport
- Requirement to pass and maintain a CAA Class 2 medical
- Five GCSEs at grade C or above including Maths, English and a Science (or equivalent academic qualification)

Availability to commence employment **July 22**

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 2022 entry there are only two dates available: Group A on 3-4 May; or Group B on 5-6 May 22, 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
3. Cardio-respiratory assessment
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:

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:

This phase will test a candidate's swimming ability, fitness for task, confidence in open water and ability to self-recover to shore 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:

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:

These tests, both on land and in the pool, 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, swimming goggles, rash vest (or t-shirt) and over-shorts.
Note 3: Candidates will be excluded if they have not consented to and undertaken a medical screening prior to attendance at Selection.

APPLICATION PROCESS

DO NOT START the application process unless you can satisfy the eyesight requirements, these can be reviewed on the CAA website [here](#) and the colour vision requirements can be found [here](#).

If you have any concerns regarding your eyesight we suggest you book an appointment with your optician to ask their opinion (the CAA Med 162 Ophthalmology Examination report Form can be used to assist).

DO NOT START the application process unless you can attend the selection date.

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: 3 January 2022

Selection Days: 3-4 May or 5-6 May 2022 (please specify if you have a preference but this cannot be guaranteed)

Closing Date: 31 January 2022

Anticipated start date: Mid-July 22

TRAINING

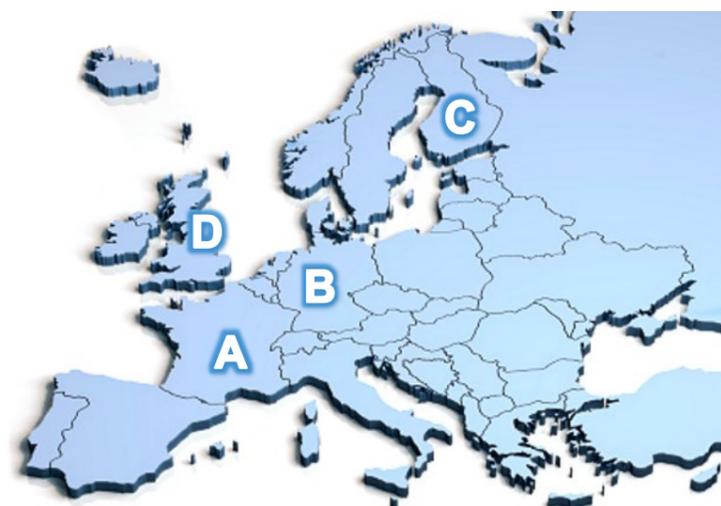
This role requires candidates who are willing to travel extensively in the pursuit of their training. Company Induction will take place in Aberdeen and then on a variety of Flight Simulation Training Devices (FSTD) throughout Europe. On completion of this phase you will be assigned a training base where 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).

You will be allocated a permanent position and can also apply for any internal Staff Vacancy Notification (SVN) that may arise once 'operational'.

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.



Phase A, France:

1 August – 12 August 22

Phase B, Germany:

22 August – 2 September 22

Phase C, Finland:

19 September – 30 September 22

Phase D, UK:

10 October – 21 October 22

You are expected to:

1. Identify and maintain your own CPD requirements
2. Maintain a high degree of physical fitness
3. 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.

Working time and remuneration

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.

While undertaking Flight Simulator training the Training Salary will be £30,000 PA; this is expected to last c. 6-9 months.

When the training moves to the aircraft you will move to the Cadet Pay Scale which, parallels the normal incremental Winch Paramedic pay scale, but with a reduction for training costs, over 5 years. Post the 5 year point successful applicants will move onto the normal Winch Paramedic pay scale at level 6 with another 10 annual increments still available.

Salaries are competitive and based upon working an average of 8 SAR shifts per month and working up to the Civil Aviation (Working Time) Regulations limitation (currently 2,000 duty hours pa). Advancement is available through additional duties and promotion.

Bristow additionally offers a competitive benefits package including private medical insurance, up to 9% matched DC pension (length of service dependant) including death in service benefit and Cycle to Work Scheme.

Key Relationships

Internal:

- Technical Crew Manager
- Senior Trainer, Technical Crew
- 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 and 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.