



REVEALING HOPE
RESTORING LIFE

Role Title & Details

Role Title: First Aid Coordinator

Team / Capacity: DART Field Team

Reports To: Team Leader

Location: Field-Based

Employment Type: Mission Assignment

Date Prepared: 25/04/2026

Role Identity Statement

This role exists to support the health, safety, and wellbeing of DART team members during mission deployments. The First Aid Coordinator provides practical medical support, maintains medical preparedness, assists with emergency response planning, and works alongside the spiritual guide and leadership team to care for the overall wellbeing of the team.

Purpose of the Role

To provide medical care and first aid support for team members while ensuring the team is prepared to respond appropriately to health incidents and medical emergencies in the field.

Primary Contributions

- Ongoing medical care and first aid support for team members
 - Well-maintained and accessible medical kits and supplies
 - Effective emergency preparedness and medical response planning
 - Support for the Team Leader in medical situations and decision-making
 - Promotion of team wellbeing and health awareness during deployment
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Key Responsibilities

1. Team Medical Care

- Provide first aid and medical care for team members during deployment
 - Support the Team Leader in responding to medical incidents and health concerns
 - Work together with the spiritual guide to support the physical, emotional, and overall wellbeing of team members
 - Monitor team health concerns and encourage appropriate preventative care practices
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2. Medical Preparedness & Equipment

- Maintain responsibility for medical kits and medical supplies designated for the DART team
 - Ensure medical kits are stocked, organised, and readily accessible
 - Identify local medical resources including nearby doctors, hospitals, clinics, and emergency services
 - Maintain accessible records of emergency contact numbers, hospital addresses, and medical referral information
 - Assist in preparing the team for medical emergencies and evacuation procedures where required
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3. Incident Reporting & Liaison

- Prepare medical incident reports and documentation when required as part of follow-up care and accountability
 - Maintain communication with local medical organisations, hospitals, clinics, and relevant health providers when necessary
 - Support coordination of medical referrals or emergency care arrangements for team members
 - Assist with health-related briefings and updates for the Team Leader where appropriate
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4. Health & Safety Support

- Promote safe health practices and hygiene standards within the team
 - Encourage preventative measures relating to hydration, nutrition, fatigue management, and environmental risks
 - Support risk management processes relating to medical and health concerns in the field
 - Assist the team in responding calmly and appropriately during medical emergencies
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Leadership Framework Expression

Heart of the Leader: CHARACTER (Heart)

Actively growing in your love for God by:

- Serving others with compassion, care, and humility
- Demonstrating calmness and wisdom during medical situations
- Remaining faithful and dependable in supporting team wellbeing

Expressing God's love for others by:

- a) Caring for team members with empathy and dignity
- b) Supporting the emotional and physical wellbeing of others
- c) Working collaboratively and respectfully in cross-cultural settings

Coach – Encourages healthy practices and supports team wellbeing

Direction Setter – Provides guidance and preparedness for medical and emergency situations

Change Agent – Responds calmly and effectively to changing medical needs and emergencies

Spokesperson – Represents the organisation professionally when liaising with medical providers and institutions

Measures of Fruitfulness

- Effective medical and first aid support for team members
 - Well-maintained and operational medical kits and supplies
 - Strong emergency preparedness and response readiness
 - Accurate medical documentation and reporting
 - Positive contribution to team wellbeing and resilience
 - Effective coordination with medical providers and support services
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Requirements for the Role

Schooling / Knowledge / Experience

- Medical or first aid skills and experience
 - Experience providing medical care in disaster or field environments is beneficial
 - Valid or recent first aid certification
 - Ability to respond effectively in emergency situations
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Supplied by GAIN

- Knowledge of the work of GAIN / Power To Change Australia
 - DART training
 - Field trip experience
 - Internship opportunities
 - Ongoing refresher training
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Other Requirements

- English language ability (spoken and written); additional languages are beneficial
 - Ability to work under pressure and in difficult environments
 - Good physical health
 - Psychological stability and resilience
 - Flexibility and short-term availability
 - Strong teamwork capacity
 - Willingness to fulfil duties faithfully and professionally
 - Readiness to deploy to disaster areas for at least 3 weeks; ideally 4 weeks to 3 months
 - Stable and supportive personal environment
 - Intercultural competence and adaptability
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Nature of the Appointment

- Field-based disaster response assignment
 - Requires deployment to disaster-affected regions
 - Physically and emotionally demanding role involving medical and wellbeing support
 - Requires resilience, sound judgement, and calm decision-making under pressure
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Review Rhythm

Performance will be reviewed following deployments, including debriefing with the Team Leader and Lead Agency to support accountability, learning, and continuous improvement.