North of Tyne Mountain Rescue Team Application Information Pack

Introduction

Thank you for your interest in joining North of Tyne Mountain Rescue Team. We hope that you find this document useful in deciding if you have the interest, skills, attitude, and time commitment required to be part of our emergency service team.

All applicants need to be experienced hill walkers who are competent at navigating and looking after themselves in all weather conditions, day or night, summer or winter. We provide a professional service and must be sure new members have the training and competence before becoming involved in callouts. We provide additional training to bring people up to the standard required, specific to Mountain Rescue. Training takes place on at least one evening (normally the first Wednesday of every month) and one weekend day per month (the third Sunday of every month), and two full weekends a year, usually in September and February, plus one Casualty Care / First Aid weekend (usually November).

Applicants need to live in our operational area – Tyne and Wear and Northumberland – and be able to attend incidents at short notice. We understand that work commitments can take people out of the area

from time to time, but members must live in the area at least 50% of the time. The Team also provides some rescue cover for events to raise money and awareness. Trainees are expected to help. When someone becomes a full Team member, the time commitment increases again with time spent on callouts, which are typically 50-60 a year.

Call outs themselves do not just involve searching/rescuing lost or injured people but also looking for people with mental health issues near urban areas and in open spaces such as parks. These latter incidents are not so glamourous but provide vital services to our community.

Once full team members are comfortable with the operations of the Team, they can train in additional specialisms, e.g.:

- Dog Handler
- Remote Rescue Medical Technicians
- Rope Rescue Leader
- Driving (blue light response driving/off road)
- Search Group Leaders
- Incident Controllers
- Swiftwater Rescue Technicians
- Drone Pilots or Observers

We ask that all members aspire to become ‘Remote Rescue Medical Technicians (RRMT)’ and undertake additional medical team training because ultimately, Mountain Rescue is mobilised when someone calls 999 and the public’s expectation is that those responding will be able to help medically.

In addition to operational training and ongoing callouts, it's essential for trainees and members to show a commitment towards team management and fundraising. The team is run by a committee, and there's always a lot to do, from administration to equipment checks, social media, public relations, finances etc., so we also look for individuals who are willing and able to help manage the charity.

Team members do not receive any expenses from the team. The team provides two team jackets, two pairs of trousers, a helmet, harness, and rope gloves to full team members. All other expenses including other clothing, winter mountaineering kit and travel costs fall on the team member. Given the size of our callout area, transport costs can be several hundred pounds per year. Ideally, you'll already have winter hill experience and have the suitable kit like winter boots, crampons and an ice axe, but if not, please be aware that you may need to purchase these so that you have kit that fits you and keeps you safe.

The main reason people drop out of training, or in the first year of operations, is the time commitment and impact of this on their family.

Becoming a member of the Team is a big undertaking, taking up significant time that would be otherwise spent being with family or friends or doing leisure activities. Occasionally Team members will have to deal with some traumatic circumstances, which they will likely find disturbing. We provide support at these times. It is, however incredibly rewarding for the right people and our work is greatly valued by the Police and Ambulance services, the lost people we find, the casualties we treat and the unfortunate families of those whose bodies we recover. We have tried to paint a realistic picture of what is involved. If you think you have the skills we need and can make the time commitment, read on…

The Application Process

1. Applicant completes and returns the Team Application Form via the website within the timescales outlined for that year. Successful new trainees start their training on 13th March 2027 and you **must be available for this date**.
2. The Training Group reviews applications against the Team Member Specification.
3. There is potentially a face-to-face briefing for prospective trainees (date tbc).
4. Applicants may be invited to a 30-minute online interview with 2-3 Team Officers.
5. Applicants are then invited to a Hill Skills Assessment Day in February (13th or 27th) designed to assess the applicant's motivation to join the Team, their capability regarding hill skills, fitness level and their likely fit within the Team. **You must be available for one of these dates.**
6. Successful applicants are invited to start 12 months of training (start date 13th March. Everyone must pass an enhanced DBS check once accepted onto the training programme. Regular reviews (at 3, 6 and 9 months) of competence, motivation and commitment will take place and feedback will be available. You'll also be assigned a mentor to help you in your training year.
7. Subject to high attendance at training, progress made in learning the necessary skills (there'll be additional, trainee only sessions available) and after 12 months of being a trainee, you'll be considered for full team membership.

‘Northumbria Mountain Rescue Service’

The team is notified of incidents by local emergency services – mainly Northumbria Police and North East Ambulance Service. There are two mountain rescue teams in the Northumbria Police area, our Team, and Northumberland National Park Mountain Rescue Team. The two teams work very closely together under the “Northumbria Mountain Rescue Service” banner and team members from either team can be deployed together. The two teams use very similar operating procedures, very similar equipment, complete some joint training, but maintain their individual character and fund raise separately.

The Teams can be mobilised by any of the main emergency services to incidents including:

- **Mountain Search and/or Rescue** – for missing/injured walkers, fell runners, mountain bikers and other outdoor enthusiasts, in summer and winter, day or night.
- **Non-Mountain Search** – for high risk, vulnerable people missing from home in rural and urban areas.
- **Non-Mountain Rescue** – in ‘difficult to access’ areas, often involving roped access, for body recovery etc.
- **Resilience** – response to severe weather events including snow bound motorists, flooding events and any major incident requiring first-aid experience, rescue services or a self-contained, trusted workforce.

Trainee Team Member Specification

All applicants to the Team are expected to demonstrate **ALL** the requirements listed under **Essential** below. The **Desirable/Welcomed** column lists skills that we can use but are in no way a prerequisite.

	Essential	Desirable/Welcomed	Assessment
Skills	**Navigation** – competent in the use of navigation tools (GPS based devices and map and compass) and techniques (e.g., aiming off, pacing) to safely move around in the hills in all weather conditions.	Able to use advanced navigation techniques including micronavigation. National Certificates such as Mountain Leader.	Assessment Day and Application Form.
	Head for Heights – able to work near cliff edges, with appropriate safety precautions.	Some rope work and climbing experience. Aerial access experience.	Application Form.
	Self-sufficiency – able to look after oneself for prolonged periods of time, in mountainous terrain, in adverse weather, during day or night, summer or winter.		Assessment Day and Application Form.
	First Aid – in date qualification to demonstrate basic awareness of concepts. A 16-hour Outdoor First Aid qualification is ideal.	Paramedic training, medical training.	Application Form/Copy of Certificate. Assessment Day.
	Safety Awareness – of yourself and those around you.	Safety training in the work environment.	Assessment Day.
	Fitness – able to be out all day and carry equipment.		Assessment Day.
	IT/Administration/Wider Skills – ability to handle information online, e.g., effective handling of emails, training documents, attend online training sessions. It is essential to engage with/respond to team emails and requests in a timely manner.	Skills to support the running of the charity – e.g. admin, PR, media, more specialist fundraising skills like bid writing, equipment maintenance etc.	Application Form.
Attitude	**Teamwork** – able to work effectively as part of a team in a demanding and stressful environment.	Emergency service training, team sports. Work environment involving teams, Military training.	Assessment Day. Training Year.
	Realism - acknowledgement that at times you will be in very stressful circumstances.	Stress management training, mental health training, experience of stress and knowing the effects.	Assessment Day. Training Year.
	Leadership – able to step up to take control in small groups, while recognising your own limitations.	Management experience.	Assessment Day. Training Year.
	Approachability – able to remain calm and approachable in all situations – whether in stressful callout situations, or as the friendly ‘face’ of the Team during		Assessment Day. Training Year.

	fundraising events or providing encouragement to participants at events.		
Experience	**Hill Walking Experience** – Demonstrate experience of hillwalking in summer and winter conditions.	Demonstrate experience of scrambling, rock climbing and/or mountaineering. Night navigation experience.	Application Form. Interview. Assessment Day.
Equipment	**Equipment and Clothing** – Possess (and use appropriately) good quality clothing and equipment suitable for prolonged periods in a variety of environments in summer and winter weather conditions.		Assessment Day.
Other	**Transport** – Full driving licence and access to a vehicle for callout purposes.	Off-road driving experience. Response driving training.	Application Form.
	Age – be at least 18 years old.		Application Form.
	Likely to pass an enhanced DBS check.	Already passed an enhanced DBS check.	Application Form.
	A sense of humour!		

We hope this information pack helps you to decide whether to apply or not. Please only progress if you are seriously committed to operating as a full team member, attending a high percentage of training annually, along with callouts, event rescue cover and fundraising events. The commitment involved in being a full team member is significant, as is the investment from the team to train new members.

We are also committed to an inclusive recruitment process. If you require adjustments or assistance with our online application form due to technical challenges or accessibility needs, please contact us to discuss alternative routes of application to the online form. We can be contacted via the details below.

To apply, please click the below link to our application form:

https://forms.gle/kBV2yHPzqv2uU9zWA

If you have any questions, please see www.notmrt.org.uk or contact secretary@notmrt.org.uk / 07842 637142 (email preferred).

Thank you!

North of Tyne Mountain Rescue Team.