

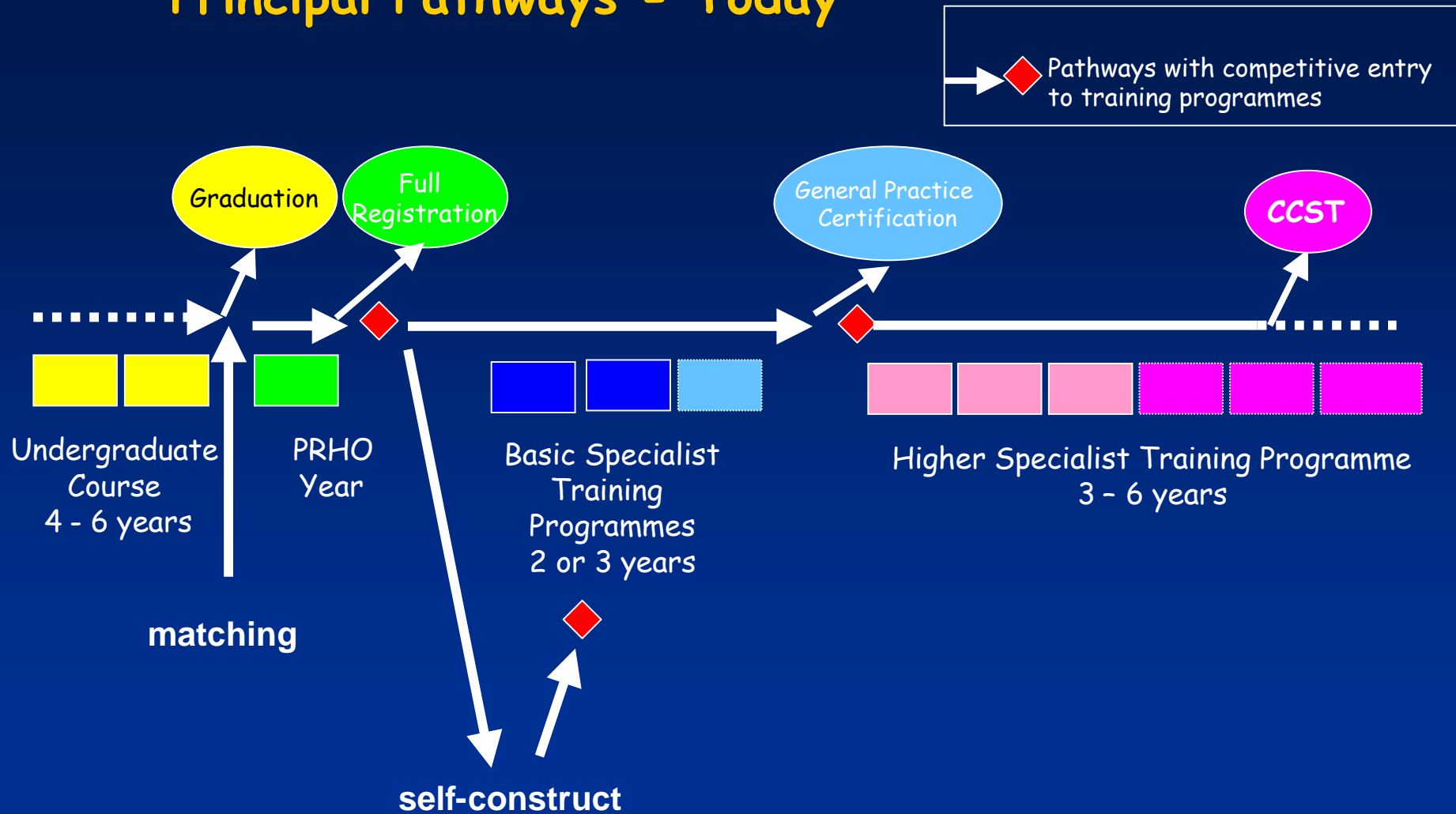
Career Structure and Applying for the Next Job

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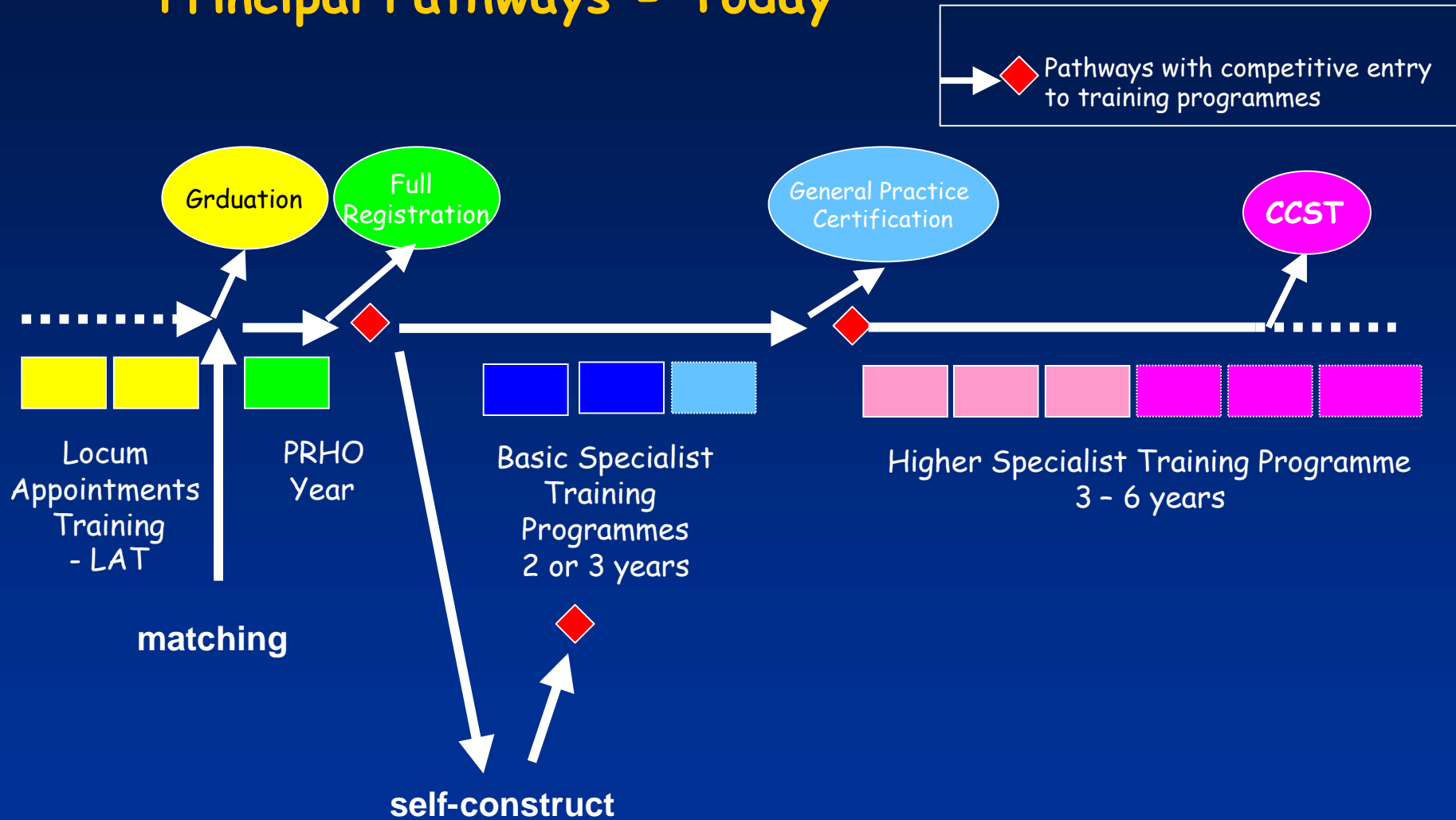
Career Structure and Applying for the Next Job

- Current career structure
- Future career structure
- Applying for jobs

Postgraduate Training Programmes: Principal Pathways - Today



Postgraduate Training Programmes: Principal Pathways - Today



Specialist Registrar

- Primary examination
- UK experience
- Competitive interview
- Time-limited programme
- CCST date negotiated with Royal College

FTTA (Type II) or LAT

- Dependent on Primary Examination
- More Specialist experience
- May count towards CCST
- LAS does not count

Flexible Training

- Job-share
 - Less disruptive to rotation
 - Potentially cost neutral
- Stand alone
 - Can increase or decrease hours
 - Not linked to other trainee for more specialist training

Staff and Associate Specialists

- Senior career grade doctors
- Not on Specialist Register
- Difficult to progress at present
- PMETB will assess applications for Certificate of Completion of Training (CCT) from September 05
- Eligible to apply to be Consultant with CCT

Specialist Training

- Medical royal colleges and faculties
- Draw up criteria for training programmes
- Approve training posts
- Administered by regional postgraduate deans and deanery

Certificate of Completion of Specialist Training (CCST)

- Awarded at the end of training
- Eligible to apply to be Consultant
- Assessment of progress – RITA
- Administered by
 - medical royal colleges and faculties
 - Regional deaneries and postgrad dean
 - Supervising consultants
 - Specialty training committees
 - Specialist advisory committees
- Process

Specialist Training Authority (STA)

- Joint Committee on Postgraduate Training for General Practice (JCPTGP)
- Approves curricula
- Awards CCST based on recommendation from Royal College or faculty
- Approves applications for specialist registration of doctors with overseas qualifications (Colleges act as agents)
- www.sta-mrc.org.uk

Specialist Registrar Grade Pathways



Postgraduate Medical Education and Training Board (PMETB)

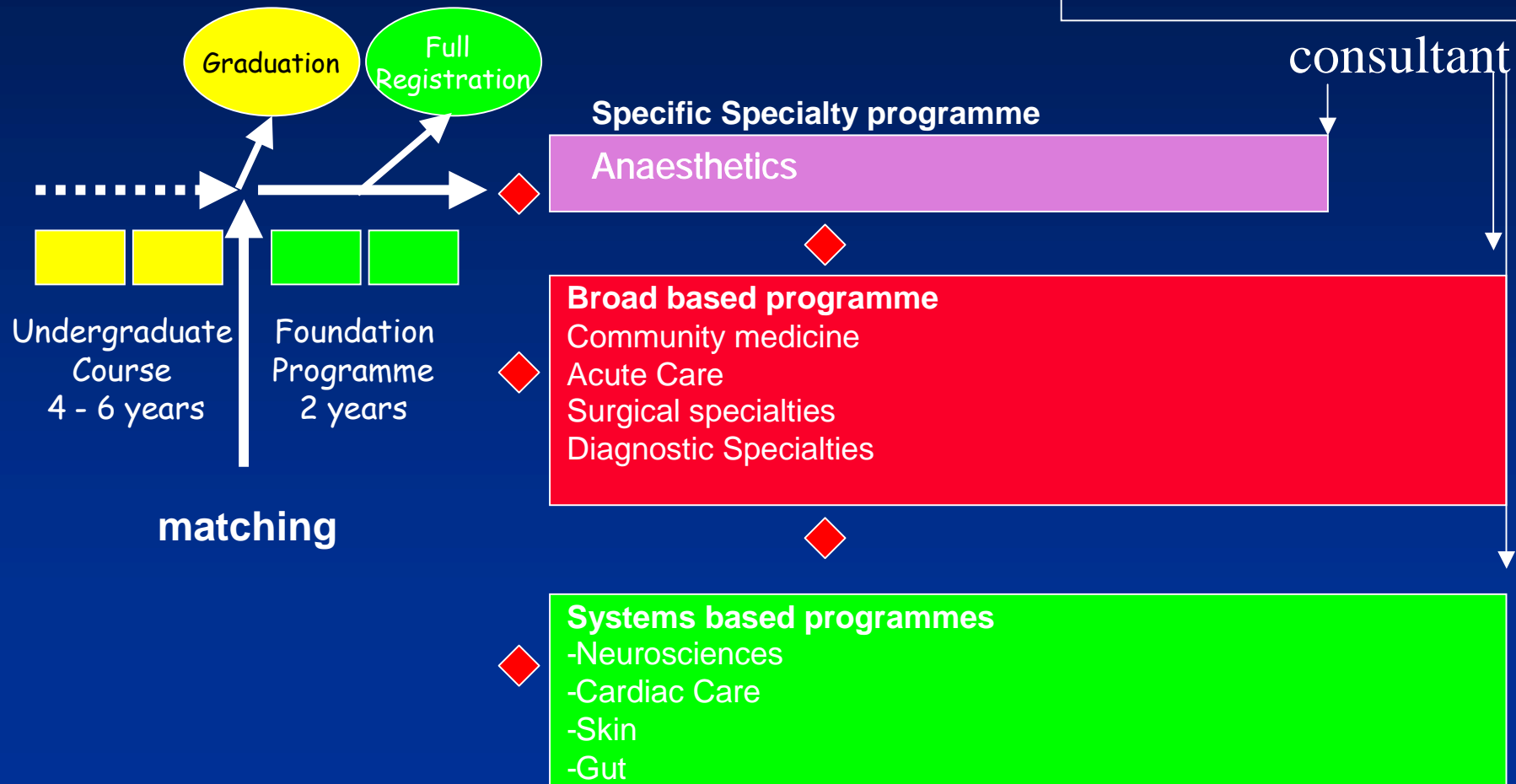
- Goes live 30 September 05
- Will take over STA and JCPTGP
- Quality assurance of training programmes
- Assesses training qualifications and experiences to gain entry to the specialist register
- Certificate of Completion of Training (CCT) will allow doctors to practise as a GP or Consultant
- www.pmetb.org.uk

Modernising medical careers

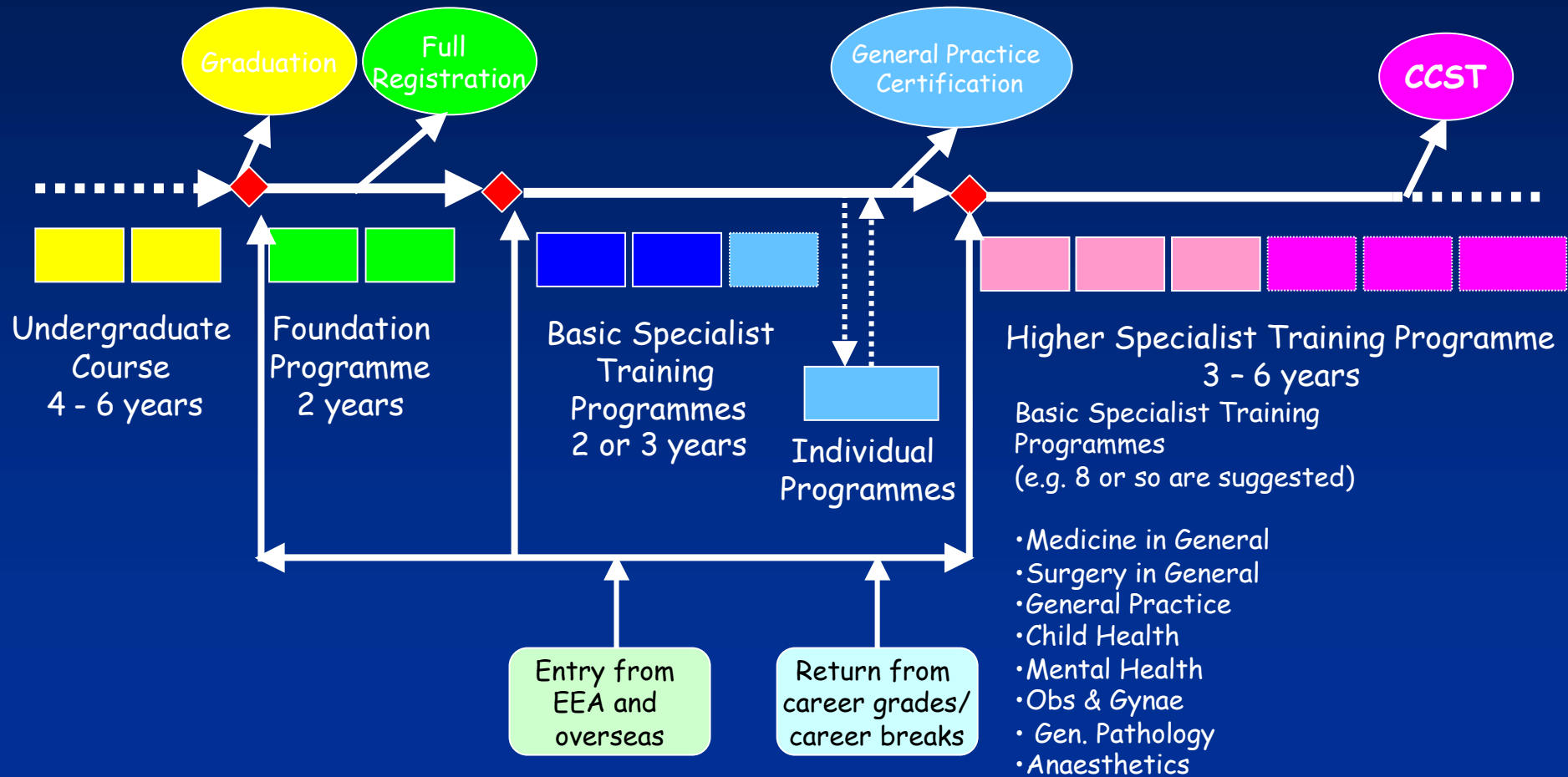
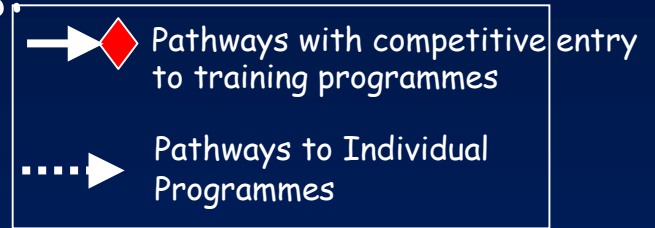
- Develop competency based training and assessment
- Review length of training programmes
- Provide seamless training programmes leading to a CCT

Postgraduate Training Programmes: Principal Pathways - What might Happen

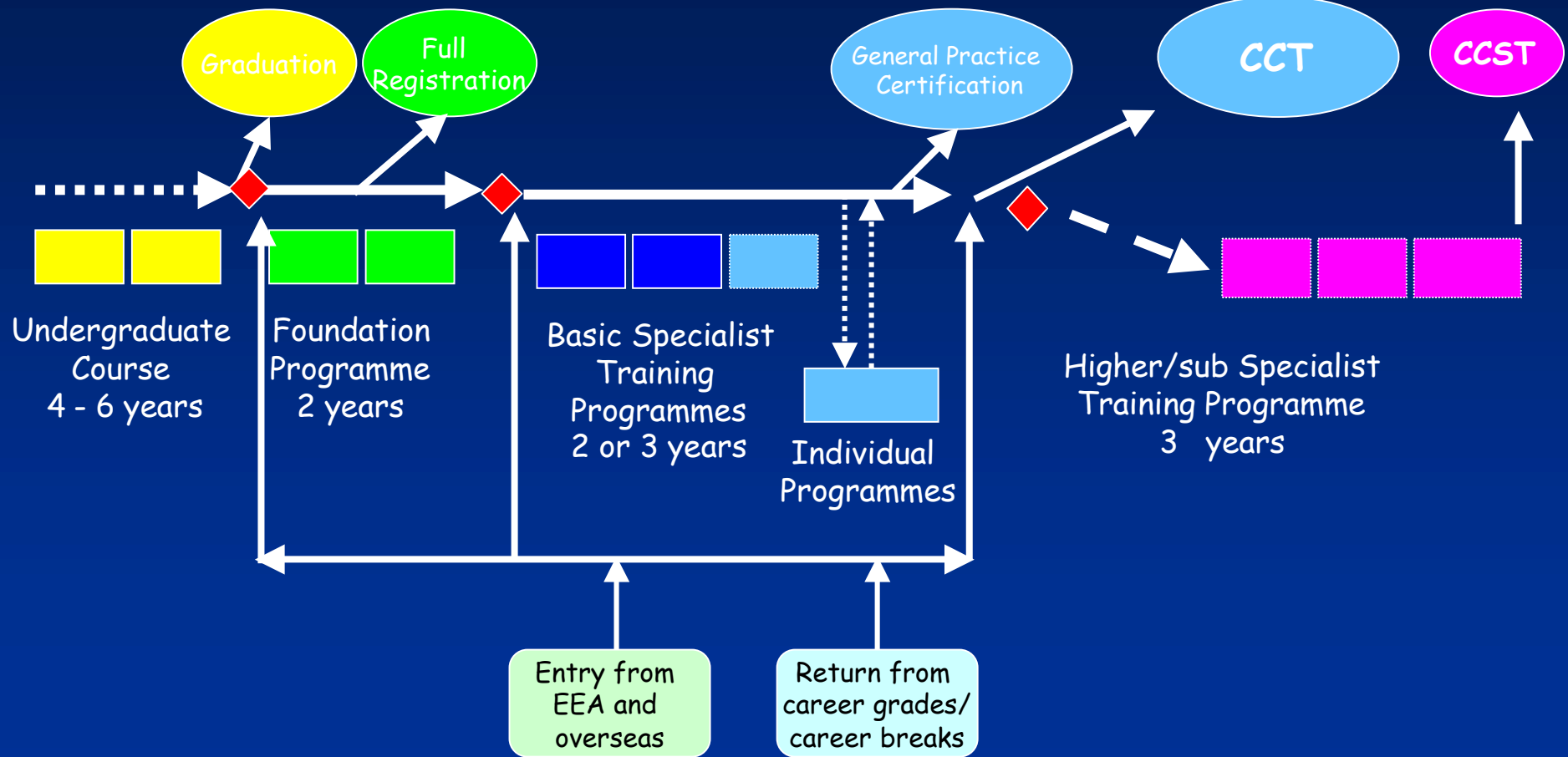
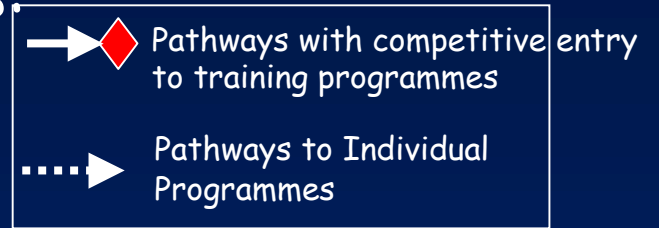
→ ◆ Pathways with competitive entry to training programmes



Postgraduate Training Programmes: Principal Pathways 1



Postgraduate Training Programmes: Principal Pathways 1



Problems facing international med grads

Problems facing international med grads (IMG)

- Competition is very high
 - 210 applicants for each advert
 - 36% who passed PLAB2 unemployed after 6 months
- Financial
- Emotional
- Training experience not as good as UK grads

Clinical attachments

- Necessary requirement for shortlisting (?)
- Very competitive
- Gain familiarity with NHS
- Shadows another doctor
- Overcome cultural differences, familiarise with local accents
- Encounter common medical conditions
- Allocated a named supervisor
- Best before Part 2 PLAB or after passing
- Contact directly with CV
- www.bma.org.uk/ap.nsf/content/ClinicalAttachmentGuidelinesIntro

GMC registration or job first?

- Limited registration – need job offer
- Pass in PLAB should satisfy prospective employer

Application Forms

- This is an important document
- Read the instructions
- Follow the instructions carefully

In This Deanery

- Fill in form in BLOCK CAPITALS or typescript
- Fill in equal opportunities page
- Sign the form
- Deliver it in time

Curriculum Vitae

- Targeted
 - Names target job and summarises work history
- Chronological
 - Lists work history
- Functional
 - Current to first job

CV

- Clear
- Concise
- Simple
- Focused
- Highlight necessary qualifications and experience
- Good lay-out

CV

- Identity
 - Name, DOB, Nationality, Gender,
- Contact details
 - Address, telephone, e-address
- GMC registration status and number
- Qualifications
 - Dates, Institution, Location,

CV

- Career Intention
- Education
 - Dates, institution, courses, prizes
- Career Summary
 - Jobs with dates, employer, explain gaps
 - start with most recent position,
 - List experience, responsibilities, skills gained

CV

- Presentations and Publications
- Teaching experience, research, audit
- Courses attended
- Useful skills e.g. IT
- Hobbies
- References
 - Choose carefully and ask first

CV

- Good quality 80g/m² paper
- Key points, concise
- Emphasise achievements (No lies)
- Active language
- Spellchecker, grammar, Vancouver refs
- Read it and get a friend/supervisor to read it

Shortlisting

- Essential and desirable criteria
- Poorly filled in application / CV
- Inadequate qualifications / experience
- Highly competitive post

The Interview

Interview

- Has the candidate
 - The right personality and drive
 - The right capabilities
 - The right person for the team
- Is it
 - The right job for the candidate

Interview

- Pre-interview inquiries
 - Ensure you know location of interview
 - May be able to speak with present job-holder or nominated consultant
- Preparation
 - Know your CV
 - Mock interview / video feedback

Day of Interview

- Be on time
- Bring
 - CV, log book, Certificates, identification
- Appearance
 - Dress smartly
 - Not a fashion show

Interview

- Confidence
 - Eye contact, good posture
- Speech
 - Clear, concise, watch for non-verbal feedback, know when to stop speaking
- Demeanour
 - Polite, calm, shake hands firmly, do not argue or interrupt

Questions

- All candidates will be asked the same questions
- All will get a CV question
- Expected answers are listed by interviewers
- Each question will be marked
- Example question

Questions

- Why did you apply for this job?
- What are your career objectives?
- What are your weaknesses / strengths?
- Audit, Clinical governance, ethics
- Challenging case / Research which changed your practice
- Challenges facing the specialty
- Seeking advice vs accepting responsibility

Presentation

- Topic at or before interview
 - Challenge facing that speciality
- Keep it simple
 - Complicated PowerPoint does not impress
- Keep it clear
- Keep to time
- Be prepared to answer questions