Applications for Specialty Training

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Medical Careers Consultant
Specialty recruitment

- Each specialty run by a Royal College, Deanery or National Organisation
- Slightly different logistics for each pathway
- Most applications open late Nov, but some are earlier (ACF & GP)
- Details from the MMC website
The process

Most specialties
- Register
- Application
- Interview/assessment
- Offer/clearing

GP recruitment
- Register
- Test
- Assessment centre
- Offer
# Core Medical Dates 2014

## Timeline for 2014 CT1 recruitment (round 1)

<table>
<thead>
<tr>
<th>Event</th>
<th>Date/Time Details</th>
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<tbody>
<tr>
<td>Specialty advertisements published</td>
<td>By Thursday 7 November 2013</td>
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<tr>
<td>Post numbers published</td>
<td>October/November 2013 (before applications open)</td>
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<tr>
<td>Applications</td>
<td>Open - Tuesday 12 November 2013 (10am, UK time)</td>
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<td></td>
<td>Close - Thursday 5 December 2013 (1pm, UK time)</td>
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<tr>
<td>Long-listing completed</td>
<td>Friday 3 January 2014 (5pm, UK time) - All candidates will be informed whether or not their application has been accepted by this date</td>
</tr>
<tr>
<td>National short-listing completed</td>
<td>Wednesday 8 January 2014 - All candidates will be informed if their application has been short-listed and if so, at which of their deanery/UoA preferences, by this date</td>
</tr>
<tr>
<td>Invitations to interview sent</td>
<td>From Thursday 9 January 2014 onwards</td>
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<tr>
<td>Interviews held</td>
<td>Monday 20 January - Friday 14 February 2014</td>
</tr>
<tr>
<td>Offers made</td>
<td>Between close of deanery interviews and Wednesday 5 March 2014</td>
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<tr>
<td>Offer holding deadline</td>
<td>Wednesday 12 March 2014 (1pm, UK time)</td>
</tr>
<tr>
<td>Offer upgrade deadline</td>
<td>Wednesday 19 March 2014 (5pm, UK time)</td>
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</table>

[Individual deanery/LETB interview dates will be published to the interview dates page of this website, likely around October/November 2013.]
### Recruitment Deadlines (GP)

<table>
<thead>
<tr>
<th>Activity:</th>
<th>Dates</th>
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<tbody>
<tr>
<td>Stage 1: Submission of Application form and Foundation competency evidence</td>
<td>12 Nov - 5th Dec</td>
</tr>
<tr>
<td>Stage 2: Computer Based Test</td>
<td>4 Jan - 11 Jan</td>
</tr>
<tr>
<td>Academic interviews (for Academic GP programme)</td>
<td><em>To be confirmed</em> – possibly w/c 27 Jan</td>
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<tr>
<td>Stage 3: Assessment Centre</td>
<td>3 Feb - 14 Feb</td>
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<tr>
<td></td>
<td>Places must be booked by 30 Jan</td>
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<tr>
<td>Offers out</td>
<td>By 5th March - offers may be released early if the deaneries are able to do so.</td>
</tr>
<tr>
<td>Offers accepted by</td>
<td>Within 48 hours of offer</td>
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</tbody>
</table>

Dates for 2014 Entry from gprecruitment.org.uk
@gprecruitment
2012 applications

53% of applications were received on the final day.
How good do you need to be?

2013 CMT total score distribution for 1455 posts after first round. Mean: 66.9
How good do you need to be?

2013 CMT total score distribution for 1455 posts after first round.
Mean: 66.9
Time Management

Recruitment round open 12 Nov – 7 Dec 2012

TO DO:

• Choose specialty
• Choose route if applicable
• Demonstrate Commitment to Specialty
• Taster? Attend conferences? Publish? Teach?

• Complete application form
• Get it checked by someone?
• Anything else?

... start application process early October? Earlier?
Common Application topics

- Academic qualifications
- Awards and prizes
- Achievements
- Presentations
- Publications
- Teaching
- Audit
- Commitment to specialty
Common Application topics

- Academic qualifications
- Awards and prizes
- Achievements
- Presentations
- Publications
- Teaching
- Audit
- Commitment to specialty

- Can do very little about
- Might do something about
Maximum points (drop-downs)

- MB (honours), or Intercalated BSc with 1st
- Relevant PhD; research or taught MD
- 2+ ug/pg prizes, awards or distinctions
- International presentation
- Major author of 2+ peer-reviewed publication
- Engaged teaching different groups + qualification
- Complete audit cycle + change + presentation

Source: RCPsych/CMT shortlisting criteria
Maximum points (free text)

- **Achievements outside medicine**: ‘One or more truly outstanding achievements, on a scale beyond the capability of most people, utilising many relevant skills and qualities’

- **Commitment to specialty**: ‘Clear understanding both of self based on good evidence, and of what the specialty involves based on extensive exploration. Clear reasoning’

Source: RCPsych shortlisting criteria
Competencies

• Communication Skills
• Problem Solving & Decision Making
• Managing Others & Team Involvement
• Empathy & Sensitivity
• Organisation & Planning
• Vigilance & Situational Awareness
• Coping with Pressure and managing uncertainty
CARE

• **Circumstances or Context** – where and when did this happen?
• **Actions** – what did you do?
• **Results** – what was the outcome of your actions?
• **Evaluation** – what did you learn from this situation?

Also **STAR** (situation, task, action, result) or **BARE** (background, action, result, evaluation).
Working with personal qualities

• Understand and unpack behaviours
• Observe others in action
• Ask for examples/anecdotes
• Review and reflect on your own experiences
• Compile examples
• Fill gaps by gaining relevant experience
• Record learning
Proving commitment to specialty

• Why do you want to do this specialty?

Past
• Reality check
• Linking

Now
• Training?
• Networking?

Future
• Changes?
• Fit for you?
Other aspects of recruitment

- CV
- Portfolio
- Interviews
- Assessment Centre (for GP training)

Support and advice available through
Further Support

e-learning module BMA Careers:
  Maximising your portfolio
  Applying to Speciality

E-books available through the BMA Library:
  How to get a specialty post by Danny Lim
  Stage 2 and 3 GP specialty application

Workshop
  Interview Skills for Junior Doctors
- Done Sci-59 quiz
- Decided 1st choice (2nd, 3rd etc) specialty
- Had experience in that specialty (rotation, taster)
- Looked at a Person Specification for specialty
- Talked to FY2/ST doctors in that specialty
- Understood route (broadbased, core, run-through)
- Thought about competency examples
- Started working on Portfolio / CV
- Looked at guidance on application forms and interviews
- Building commitment to specialty
BMA Careers

supporting you throughout your career

Planning:

• Weekly BMJ
• Assessment – online psychometric tool
• Jobs – BMJ Careers
• Advice – One-to-one career coaching
BMA Careers

Good Luck!!!

And remember if you need any help at all just call

0300 123 1233