The training of a surgeon is a lengthy and expensive process and it is very important that those who are most suited to a surgical career become our future surgeons. The purpose of the selection process for surgical training is to identify and select those trainees who are most likely to become the best consultant surgeons of the future. The process should also identify and select out those who are likely to be unsuccessful or problematic as future surgeons and discourage them from pursuing a career pathway in surgery.

The majority of applicants will be in their intern year, although some trainees may already have completed their intern year. It is not intended that trainees who already have a significant amount of surgical experience would be appointed to commence year one (ST1) of surgical training.

The minimum requirements for appointment to surgical training are the possession of the MB degree, satisfactory completion of an approved intern year and excellent communication skills in the English language. Applicants must be eligible for registration with the Irish Medical Council. Applicants are expected to be completely truthful and honest in their application forms. Submission of false or misleading information will be regarded as a form of professional misconduct: this will lead to disqualification and the candidate may be reported to the Irish Medical Council.

Appointment to surgical training is competitive and applicant selection is based on review of clinical and academic achievements, interview performance and general suitability for a career in Surgery. Selection is through an objective process with a clearly defined marking scheme which is designed to be fair, transparent and reliable. The underlying principles of the selection and appointment process, are equity of access, objectivity in the selection process, and transparency in the appointments.

Candidates who meet the eligibility and the shortlisting criteria for applying for Core Surgical Training will be shortlisted for interview. Shortlisting is based on candidates achieving over a minimum score of 6.01 across their undergraduate degree centile score and the online aptitude tests performance (undertaken prior to interview).

The selection criteria below is based on six major categories, each worth a defined percentage of the total marks.

Professor Oscar Traynor
Professor of Postgraduate Surgical Education

Applications for July 2020

- Opening date: Wednesday 23rd October 2019 5pm
- Closing date: Thursday 5th December 2019 5pm
- Please see [http://www.rcsi.ie/surgical-training-programmes](http://www.rcsi.ie/surgical-training-programmes) for details including eligibility criteria and link to the application.
- Interview date Tuesday 4th February 2020 (subject to change.)
- All shortlisted applicants must attend RCSI in person for interview
SELECTION FOR SURGICAL TRAINING
Multisource/Multistation process

Stations:

1. UNDERGRADUATE ACADEMIC RECORD 15%
   - Centile score in MB,BCh exam
     - Objective assessment

2. SURGICAL APTITUDE 15%
   - Psychomotor skills
   - Visuospatial ability
   - Perception
   - Emotional Intelligence
   - Mini interview

3. CLINICAL JUDGEMENT 15%
   - Structured sequential clinical scenarios x2

4. INTERPERSONAL SKILLS 15%
   - Communication
   - Teamwork/Leadership
   - Crisis management
   - Negotiation/conflict resolution
   - Mini interview

5. PROFESSIONAL DEVELOPMENT 15%
   - Clinical research projects
   - Attendance at meetings/courses
   - Audit projects
   - Teaching activities
   - Mini interview

6. SUITABILITY FOR SPECIALTY TRAINING 25%
   - References
   - Motivation/drive
   - Knowledge of Specialty
   - Time/stress management
   - Work ethic/professionalism
   - Mini interview