



Royal College  
of Surgeons

ADVANCING SURGICAL CARE

# Surgical Interviews

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# Surgical Interviews



- National Selection for training numbers
- Academic interviews
- Local Interviews for non-training posts
- AAC panels for Consultant interviews

# National Selection



- Each Specialty run by a particular body in a particular location e.g. HEE London, (Core Surgery, General Surgery, plastic surgery, vascular surgery), HEE Yorkshire and Humber (T&O, Urology, ENT, Paediatric Surgery)
- All interviews for a given specialty run at the same time (over a period of days) in a single location
- Single application
- Single person specification
- Longlisting done centrally. No shortlisting.
- Standard interview
- Same bar of appointability
- Single offer system
- Further iterations
- Once a year

# Local Selection



- Shortlisting process
- Local interviewers
- Occur at different locations
- Occur at different times of the year
- Period of employment varies

- Generic vs themed
- Subspecialty choices in relation to UoA
- Geography
- Clinical vs academic
- Choices within UoA
- Competition ratios
- Programme specifics

# Applications – What are we looking for?



- Person specification
- 18/12 or less in surgery
- Qualifications
- Academia
- Research
- Audit
- Teaching.....

## PORTFOLIO CHECKLIST – (Example do not use)

<b>Applicant Name</b>	<b>Check the download section of the website for a copy to use</b>
<b>Applicant ID</b>	
<b>CV Included</b> <small>(Please advise section/page number)</small>	

Please complete this form electronically using bullet points to list each item of evidence under each criteria and where it can be found in your portfolio. Please refer to the Portfolio Guidance for examples of acceptable evidence.

Scoring Criteria	Tick	Description of Evidence in Portfolio	Section / Page Number	Confirmed by interview panel & comments <small>(For interviewer use only)</small>
BSc Hons / MSc / MD / MPhil / BDS / PhD	<input type="checkbox"/>			
CPD Courses	<input type="checkbox"/>			
Exceptional Performance in Undergraduate/Foundation years or equivalent	<input type="checkbox"/>			
Clinical / Procedural Experience in both surgical and non-surgical posts	<input type="checkbox"/>			
Clinical Audit / Service Improvement	<input type="checkbox"/>			
Teaching	<input type="checkbox"/>			
Presentations / Abstracts / Publications (Full papers only)	<input type="checkbox"/>			
Research	<input type="checkbox"/>			
Demonstrates Leadership and Teamwork	<input type="checkbox"/>			
Commitment to Surgery (Surgery specific or transferable skills relevant to	<input type="checkbox"/>			

# Portfolio tips for interviews

- Update and review it every three months
- Identify and fill gaps well in advance
- Balance the components of your portfolio
- Weed out unnecessary and out of date items
- Align the portfolio with your chosen career path
- Use a plain folder/file with your name clearly on it
- Ensure there is an easy to follow Contents page and tabbed sections
- If your interview has a portfolio checklist, file sections in the same order
- Ensure easy access to each page
- ENSURE NO PATIENT IDENTIFIABLE DATA
- Make sure you know where to find specific items in it





# Improving your portfolio



- Audits
- Publications
- Presentations
- RCS Core skills competition
- Journal club
- Research fellowships
- Contribute to the Annals – Annual trainee prize
- Contribute to the Bulletin
- Volunteer for careers events – suturing for school children
- Volunteer to be trainee representative on your regional committees
- Join WinS
- Become an RCS affiliate
- Consider studying for part A MRCS
- Courses e.g. START surgery, BSS, SSS

# Paperwork to prepare for interview

- Passport (Front cover, inside front cover & photo page)
- Proof of entitlement to work in the UK (if required)
- Proof of address
- GMC certificate (Proof of licence to practice)
- Primary medical qualification (PMQ) certificate
- Verification of PMQ (if overseas)
- Post-graduate qualification certificate
- ‘Other’ qualifications (If declared on application form)
- Proof of Foundation Competences \*\* (FACD 5.1/5.2, letter confirming on track to complete F2 or alternative certificate)
- Evidence of English Language skill (e.g. IELTS or OET)
- Portfolio (including Portfolio Checklist)



# Preparing for interviews



- Read the Application Handbook / Guidelines
- Adhere to the checklist
- Book time off work well in advance
- Make travel arrangements
- Gather your paperwork early
- Take your portfolio (3xCV)
- Dress smartly (as the patients would expect of their surgeon)
- Allow good time to arrive at the venue
  
- Prepare to be yourself – we are interviewing you and not an imaginary ‘ideal surgical trainee’

# Interviews - types of questions



- **Clinical**
  - Everyday practice, scenarios, operative
- **Governance and management**
  - NHS practice
- **Academic**
  - Papers, principles, thesis
- **Practical procedures**
- **Communication skills**
- **Situational awareness**
- **Portfolio station**

- Be yourself
- Read the question carefully
- Answer the question
- It is not an exam
- In a scenario, answer as you would practice, not as you would expect your consultant to practice
- There may not be a right answer but you must defend your answer
- There are no trick questions

# Interviews – What are we looking for?



- Professionalism
- Personality
- Aptitude
- Communications Skills
- Knowledge
- Academia
- Dexterity
- Vocation
  
- What you are really like.....

