

The NHG General Surgery Residency Programme seeks applicants who demonstrate the following essential qualities:

Base Criteria

1. Clinical Competence

- a) **Medical Knowledge:** Demonstrate a strong understanding of basic and clinical sciences.
- b) **Problem-solving Ability:** Take initiative to troubleshoot problems.
- c) **Manual Dexterity:** Exhibit coordination, precision and control in handling surgical equipment.
- d) **Performance:** Show good work performance and receive positive feedback in medical student, house officer and/ or medical officer postings.

2. Interpersonal and Communication Skills

- a) **Communication:** Exhibit effective and clear communication with patients, their family members as well as other healthcare professionals.
- b) **Teamwork and Collegiality:** Demonstrate the ability to work well and collaborate with other healthcare professionals, including nursing, allied health and administrative teams.

3. Professionalism

- a) **Work Ethic and Attitude:** Hardworking and collegial.
- b) **Integrity and Accountability:** Maintain high standards of integrity and accountability at work.
- c) **Conscientiousness:** Show diligence in completing tasks, such as administrative and clinical work, in a timely manner.

4. Personal Attributes

- a) **Kindness and Compassion**
- b) **Situational Awareness**
- c) **Decision-making**
- d) **Leadership**
- e) **Resilience**
- f) **Teachable**
- g) **Passion and Commitment:** Show dedication to completing the General Surgery Residency Programme.

Optional Criteria

5. Clinical Experience in Relevant Postings

- a) Experience as a medical student, house officer or medical officer in General Surgery.

6. Research Experience

- a) **Research Participation:** Involvement in research and/or quality improvement projects.

7. Examination Components

- a) Has attempted parts of MRCS or its equivalent.

Candidates who meet the base and/or optional criteria are eligible to apply for residency training. However, meeting the eligibility criteria does not guarantee a match.