

The NHG Ophthalmology 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) **Performance:** Exhibit 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) **Integrity and Accountability:** Maintain high standards of integrity and accountability at work.
- b) **Conscientiousness:** Show diligence in completing tasks, such as administrative and clinical work, in a timely manner.

4. Personal Attributes

- a) **Resilience:** Demonstrate the ability to withstand and recover quickly from difficult situations.
- b) **Teachable:** Demonstrate a willingness to learn and apply new knowledge and skills.
- c) **Commitment:** Show dedication to completing the 5-year Ophthalmology Residency Programme.

Optional Criteria

5. Clinical Experience in Relevant Postings

- a) Experience as a medical student, house officer or medical officer in Ophthalmology.
- b) **Expected Competencies:**
 - i. Demonstrate good understanding of the basic and clinical sciences relevant to Ophthalmology.
 - ii. Demonstrate integrity and accountability at work
 - iii. Team player.
 - iv. Teachable: Desire to listen, learn and apply teaching.

6. Research Experience:

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

7. Examination Components

- a) **FRCOphth Part 1:** Attempting this examination is encouraged before the start of the residency.

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.