

The NHG Otorhinolaryngology 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 Otorhinolaryngology Residency Programme.

### **Optional Criteria**

#### **5. Clinical Experience in Relevant Postings**

- a) Experience as a medical student or medical officer in Otorhinolaryngology e.g. able to perform basic ENT procedures competently.

#### **6. Research Experience:**

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

#### **7. Examination Components**

- a) **Membership of the Royal College of Surgeons (MRCS):** 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.