

The NHG Urology 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. Ability to uphold ethical principles, even in challenging circumstances.
- 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 2-year Surgery in General and 4-year Urology Residency Programmes.
- d) **Improvement:** Shows continuous drive to improve.
- e) **Leadership:** To possess leadership skills.
- f) **Suitable skill sets:** Skill sets suited for completing a Urology residency training programme.

Optional Criteria

5. Clinical Experience in Relevant Postings

Experience as a medical student, house officer or medical officer in Urology, with observation of required competencies, skills, and attributes through the posting.

Expected Competencies: Good performance and feedback in prior postings.

6. Research Experience:

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

7. Examination Components

- a) **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.