

# ST4 Interview

Dr Rob Stephens

Consultant in Anaesthesia UCLH  
Associate Professor and Y1 lead UCL MBB

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the centre for  
Anaesthesia

UCL

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## Perioperative Medicine

## Certificate, Diploma and Masters in Perioperative Me

### RCoA ST4 and CV



[Talk as pdf](#)



[CV with annotation](#)



[longer CV](#)

### RCoA talk 2021- Let's fill this Medical School with great Anaesthetists!

Download



[examples of our RISE teaching to use](#)

### ICM trainees 2022

See below **Infomed and ICU trainees Assessing the h**

Talk



[assess\\_heart\\_icu\\_2022.pdf](#)



[assessing](#)

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[es.docx](#)

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What are your interview fears?



# Contents

- Introduction
- Useful Information
  - Matrix, Interview, Videos etc
- Making a CV
  - Why / how / what's in it
  - What if I haven't got one yet?
- Interview tips about your CV / you
  - Structuring answers
  - Applying scoring matrix
- Summary

# Anaesthetics ST4 Recruitment

- Recruitment Information
- Vacancies
- Interviews

Specialty & Level (Type of Work)	Anaesthetics ST4
Recruitment Round	August 2024
Type of Recruitment	National
Qualifications & Professional Registration Required	See Anaesthetics ST4 Person Specification
Anticipated Start Date	Wednesday 7th August 2024
Competition Ratios	Visit <a href="#">Specialty Training Website</a>
Contact Us	<a href="#">Email Recruitment Team</a>
Application Process	See Medical Specialty Recruitment Applicant Handbook 2024
Online Recruitment Portal	<a href="#">Oriel</a>
National Recruitment Timetable	
Advert Appears	Wednesday 15th November 2023
Apply from	Thursday 16th November 2023 (10am)
Closing Date	Thursday 7th December 2023 (4pm)
Self-Assessment Document Upload Window	Monday 15th January to Monday 22nd January 2024
Self-Assessment Verification Scores Released	Monday 12th February 2024
Self-Assessment Verification Appeal Window	Monday 12th February to Wednesday 14th February 2024
Invitations to Interview & Applicant Declaration	Wednesday 28th February 2024
Deadline for Interview & Applicant Declaration	Friday 1st March 2024
Interview Window	Tuesday 12th March to Tuesday 9th April 2024

## Scoring matrix for ST4 Multi-station Interview 2024

	Assessor	Clinical Interview Station 1		General interview Station 2		Totals
		Assessor A	Assessor B	Assessor C	Assessor D	
Attributes	Professional Behaviour & Communication			5	5	10
	Clinical Judgement & Decision Making	5	5			10
	Reflective Practice			5	5	10
	Team Working	5	5			10
	GPCs of Safety and QI / Research and Managing Data / Education and Training / Health Promotion*			5	5	10
	Working Under Pressure	5	5			10
Global Rating Score		10	10	10	10	40
Interview Total Score						100



**ST4 2024 Scoring Guidance**  
**GPCs of Safety and QI / Research and managing data / Education and Training / Health Promotion**

Demonstrates understanding of, and engagement in, either Safety and QI, Research and Data management, Education and Training or Health Promotion

1 Unsatisfactory	2 Weak	3 Typical	4 Very Good	5 Outstanding
No understanding of chosen concept.	Some understanding of chosen concept but poor example required prompting to get through question.	Working at level of CT3 level - appreciates the key concepts most of the time with some prompting.	Clearly describes the chosen concept with little or no prompting, clear example of personal experience.	Working beyond the level of CT3 Doctor. Fully appreciates the chosen concept.
No example either theirs or others to demonstrate concept.	Did not have their own example of chosen concept to discuss but was able to describe something they had observed.	Used their own example to demonstrate chosen concept with appropriate topic choice.	Used their own example of work undertaken to demonstrate chosen concept. Topic choice demonstrates good understanding of concept.	Had more than one example to demonstrate chosen concept with excellent understanding of topic.
Failed to understand how concept changed personal practice or that of others.	Recognised that demonstration of concept is used to change practice but no clear example of making change.	Good demonstration of topic with clear demonstration of change in practice.	Good demonstration of topic with demonstration in change of practice that they have presented or published.	Excellent demonstration of topic demonstrating change in clinical practice that has contributed to publication or national or local guideline.
Poorly structured answer. Disorganised with no underlying knowledge.	Started with organised thought and structure but was not maintained as applicant was challenged.	Evidence of structured thinking that was maintained throughout answer, hesitant with challenge.	Good structure to answer, appropriate response to challenge.	Excellent structure to answer. Clear and concise Good response to challenge.

# Marking for GPC Qn

## Global Rating Score: Online interview

*This score relates to an **assessor's professional judgement** of the **overall performance** of the applicant for the online interview. A score of 1 in this domain should be discussed between both assessors and the convener of the selection centre, to decide whether performance was so unsatisfactory that the applicant should be vetoed on this performance alone.*

1	Performance <b>below standard</b> in all respects or significant issue demonstrating dangerous / worrying level of ability in prioritising tasks, decision making, communication, team working or reflective practice.
2	Demonstrates inadequate level of commitment to specialty from answers provided.
3	Performance <b>borderline</b> e.g. limited ability to demonstrate prioritising tasks, decision making, communication, team working or reflective practice. Demonstrates low level of commitment to specialty from answers provided.
4	
5	Performance <b>typical</b> e.g. demonstrates ability for prioritising tasks, decision making, communication, team working and reflective practice. Evidence of commitment to specialty from answers provided.
6	
7	Performance <b>above standard in most respects</b> e.g. good ability for prioritising tasks, decision making, communication, team working and reflective practice, demonstrated by answers and examples given. Significant evidence of commitment to specialty.
8	
9	Performance <b>above standard in every respect</b> e.g. exceptional ability for prioritising tasks, decision making, communication, team working and reflective practice, demonstrated by answers and examples given. Outstanding evidence of commitment to specialty.
10	

## Marking for Global 40%

# Anaesthetics ST4

Person specification and entry criteria for Anaesthetics ST4 2024 recruitment

Applies to: England, Northern Ireland, Scotland and Wales.

On this page

[Essential entry criteria](#)

[Selection criteria](#)

Accuracy

Every effort has been made to ensure the accuracy of the

<a href="#">+ Qualifications</a>
<a href="#">+ Career progression</a>
<a href="#">+ Clinical skills – clinical knowledge and expertise</a>
<a href="#">+ Academic skills</a>
<a href="#">+ Personal skills</a>
<a href="#">+ Probity – professional integrity</a>
<a href="#">+ Commitment to specialty – learning and personal development</a>



# Personal aspects: RCoA Job spec

## **Communication skills**

- clarity in communication, adapt language, build rapport, listen, persuade and negotiate.

## **Problem solving and decision making**

**Empathy and sensitivity:** others' perspectives / treat with understanding; patients as people /respect all.

## **Managing others and team involvement**

- Supervise, lead, decisions, organise and motivate .. benefit of patients through, eg, audit and QI projects
- Work effectively with others.

## **Organisation and planning**

- manage/prioritise time, information / prioritise own workload and organise
- thoroughness (well-prepared, self-discipline/commitment, punctual/ deadlines.)

## **Vigilance and situational awareness**

## **Working under pressure and managing uncertainty**

**Values** Understands, respects, demonstrates the values of the NHS Constitution

## **?Management and Leadership; IT Skills**

## Upcoming events

- ▶ CT1 Interview Format and How to Prepare- **Thursday 25 January 2024, 7pm to 8.30pm**
- ▶ ST4 Interview Format and How to Prepare- **Thursday 15 February 2024, 7pm to 8.30pm**

These webinars are for those intending to apply for August 2024 and February 2025 starts. They are free to attend and will be held on zoom. For a registration link please contact [kmorris@rcoa.ac.uk](mailto:kmorris@rcoa.ac.uk)

*from*  
RCoA Website

## Core and higher specialty training

The Anaesthetics National Recruitment Office (ANRO) oversee recruitment to core anaesthesia and ACCS anaesthesia (CT1), as well as recruitment to higher anaesthesia training posts (ST4). Information on how to apply, the national recruitment timeline, applicant guidance and person specifications can be found on the [ANRO website](#).

We recommend all potential applicants read the person specifications to assess eligibility and qualifications required and the applicant guidance which sets out the whole process from application to offer.

For information on the anaesthesia training programme, the stages of training and the requirements for completion, please see our [Training Hub](#).

## Information for trainees

- ▶ **Multi-Specialty Recruitment Assessment (MSRA) 2022-2023 practice paper**

Here you can find a useful [link](#) on the NHSE website, on practice paper with answer key and rationales for the MSRA.

- ▶ **ST4 portfolio preparation video**

The ST4 portfolio preparation video is for anyone intending to apply for August 2024 or February 2025 starts. You can access the video [link](#) here.

# Introduction; General Interview advice

- General advice
  - Just my advice!
  - Old people / positive
  - They want to see your qualities.. 'do I want this person as junior colleague'?
  - Are you inquisitive / keen – polite – kind – organized - summarise
- Read the official info- 'how could I show.....' previous slides
- Write your CV= ... key points
- Write stuff down – why? confidence / library
- Practice – speak!..
- What to do if you 'make a mistake' / say something you didn't intend
- ISC interview – free questions + information



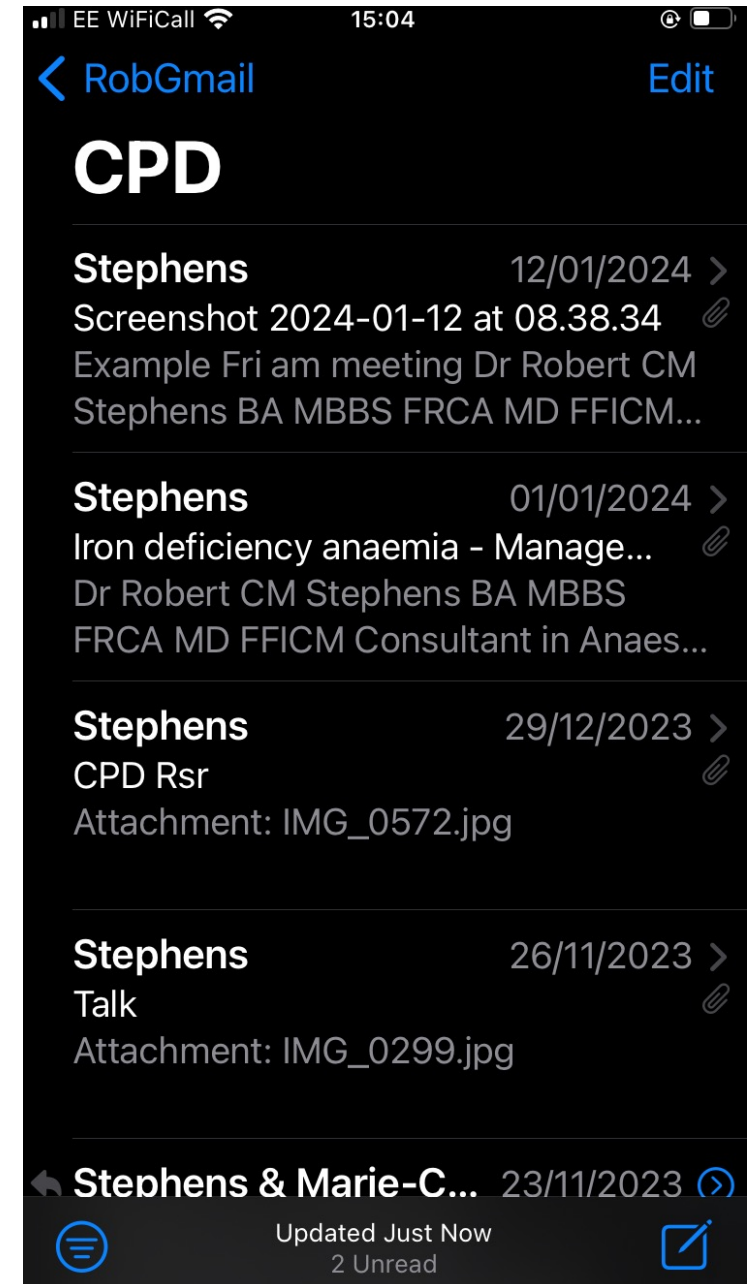
CV

# CV: why do it?

- Timing- interviews – don't do a fancy CV now.
- Organize your thoughts on specific areas
- Personal Statement useful –
  - What's my 'USP'?
  - What am I proud of?
  - What are my personal characteristics?
  - How can I show evidence for this stuff?
- What if I haven't got one yet?

# CV: how to do it

- Many ways to do
- Ask for a colleagues-  
....but don't get too much advice
- Copy a format (see my website)
- Keep stuff as you go along  
= email yourself, put in folder
- Always send if pdf - formatting





# Curriculum Vitae

There are lots of ways to write a CV - this is only one  
It's got to get over your main achievements and hopes whilst making them easily visible to the reader  
Doctors are often over-modest and don't make the connection between non-work life skills (e.g. coaching a football team, teaching ~~the~~ the of surviving/ thriving in difficult personal circumstances) and being a great doctor. These examples will need communication, persistence, kindness, self-awareness, resilience and the ability to have conversations at the correct level etc - all qualities we need from doctors!  
As you go along your career- keep a tab of possible CV worthy stuff. Personally, I email myself and add it to a 'CV' or CPD (continuous professional development) folder. That way, when I update my CV I have the relevant things easily accessible.  
The CV has to be honest + consistent- but you can put things in more than one place- e.g. a project may have involved IT skills plus using leadership  
Show your CV to a few (not lots- too many opinions are bad!) once completed  
It'll take at least a few weeks to get it right...  
When you ~~apply~~ apply for jobs, - this might be on an online platform... but your CV will likely be needed for your trainers (there's a portfolio of stuff to do + fill in) and a good central place for all job-style things  
Your life may have involved another path- e.g. earlier degree, job, being a parent, carer or refugee etc- do consider putting a section on that  
All the best

Dr Robert C M Stephens

Core Trainee 3, UCL Hospitals

I like the cover plain, no border

## Personal Details

Name Robert Charles Tarquin Lady Harold Jeremiah Jones-Stephens  
Date of Birth 28<sup>th</sup> Jan 1909  
Address 68 Smiths Rd, Buckingham Palace, London, SW1A 1AA  
Phone 07967 452323  
E mail whatever@googlemail.com  
GMC Number 4035767

## Education and Qualifications

FRCA Primary 1993  
MB BS St ~~Bartholomew~~ Hospital, London University 1990  
iBSc Rob's College, Oxford University 1987  
Physiological Sciences  
A levels Maths E, Music B, Chemistry A 1885

## Most of you will have a Personal Statement here

### - this will be your Unique Selling Points/highlights

- Think of your unique qualities... and how what you've done shows them
- Did you do a BS? What clubs you were in, sports, music etc. - What personal attributes did they bring out in you or show you e.g. 'I led a tour to Devon of the UCL 4<sup>th</sup> Darts team- this involved booking transport, a tour van etc.
- Do you have a sense of what you might like to do work wise- don't worry if not!
- Look up a range of personal statements as a start

Or if unlike me... you had Grants and Prizes- put them here- or in the personal statement

## Career Aims

The one here is a bit un-aspirational- you can do better! Doesn't matter if it doesn't happen!

My aim is to continue my NHS career in clinical anaesthesia and perioperative medicine combined with research and teaching. I would love to continue to deliver anaesthesia in a stimulating academic environment such as x and enjoy the combination of improving service delivery, ground-breaking research and training junior doctors that exists there.

What's your plan- clinical and other?

Only have this page if you're in a ~~university~~ university follow post- otherwise leave

## Current Post- ~~Option 2~~ for later on in your career: included only as examples of phrasing you might want to use

Research Fellow in Anaesthesia, UCL Hospitals: 11<sup>th</sup> August 2008 - current

### Clinical

Patients are always at the centre of my work. I deliver efficient, patient centred perioperative care, anaesthetising for major urological, thoracic and gynaecology surgery as well as other regular clinical sessions. This has allowed me to develop great team working relationships with my surgical, anaesthetic and scrub nursing colleagues.

When required by the department I have anaesthetised for other specialities (gastrointestinal and bariatric surgery, vascular interventional, paediatric and ophthalmic surgery) often involving a mixture of general anaesthesia or sedation and regional blockade.

I run the Cardiopulmonary Exercise Testing service (CPET) at UCLH.

### Education

~~have you~~ have you ~~looked~~ looked others? Designed any other teaching?

I lead UCL's etc ~~etc~~ etc myself over 70 teaching sessions a year. I have won 'UCL teacher of the year' for the last 5 years- nominated by students and in 2018 was awarded UCL's 'David Jordan award' for Excellence in Enhancing Science in Medical Education. I am on the UCL Perioperative Masters Faculty and am developing a UCL iBSc module with colleagues. I lead and organise an annual novel course ...for ~~and~~ and continue to educate myself in areas of anaesthesia I am less familiar with. I enjoy being an active member of the department, regularly teaching trainees, organising a ..... mentoring the educational fellow and UCL undergraduates. The teaching Youtube sites I started have had over 200,000 views. I

### Research- you can write this at whatever 'level' you need

My MD thesis examined 'the human response to Endotoxin'. I have a close working relationship with academic members in the department (Dr Ramani Moonesinghe and my mentor Professor Monty Mythen) as well as the Clinical Educationalist in Perioperative Medicine (Dr David Walker). With them I am an investigator in large portfolio randomised controlled trials investigating how and why patients have complications after major surgery, 'POM-O' (see [www.ucl.ac.uk/anaesthesia/trauma](http://www.ucl.ac.uk/anaesthesia/trauma)) along with other trials 'Optimize', 'EUSOS' 'ISOS' and 'Visior'. I run the centre for anaesthesia and perioperative medicine websites ([www.ucl.ac.uk/anaesthesia](http://www.ucl.ac.uk/anaesthesia)).

### Audits

I have performed + presented 2 audits whilst in this post leading to changes in practice. I was the site coordinator for the 2011 perioperative CEPD report 'Knowing the Risk'.

### Management

I manage the clinical Cardiopulmonary Exercise Testing service at UCLH. When 'Anaesthetist of the day' I manage problems in theatre and help in the smooth running of the anaesthetic department. I have introduced the World Health Organisation's 'safe surgery' checklist wherever appropriate in theatre.

Be consistent in formatting. Make sure your dates are all consistent- most recent at the top! This should be a list of your jobs. The list will get longer of course as you move through jobs. You can choose to put as much detail/tittle as you wish such as description of what each post ~~involved~~ involved

## Foundation year Training

FY3 in Intensive Care  
UCL Hospitals NHS Trust 4 Months  
FY3 in Anaesthesia  
Kingston Hospital NHS Trust 4 Months  
Dates  
FY2 in Emergency Medicine  
Kingston Hospital NHS Trust 4 Months  
Dates  
FY2 in Emergency Medicine  
Kingston Hospital NHS Trust 4 Months  
Dates  
FY2 in Psychiatry  
Kingston Hospital NHS Trust 4 Months  
Dates  
FY1 in Acute Medicine for the Elderly  
Royal Free Hampstead NHS Trust 4 Months  
Dates  
FY1 in Urology and Colorectal Surgery  
Northwick Park Hospital 4 Months  
Dates  
FY1 in Cardiology and Gastrointestinal Medicine  
Westham Park Hospital 4 Months  
Dates

## Clinical Experience Summary- Tailored to job specification

### E.g. Acute medicine

Write about your experience/skills/procedures/feedback/areas

Perhaps include a paragraph on each of your jobs- what did you gain?

You may not want to put lots of detail here, or you may start early in your career putting lots of details or any other particular activity and then as you get more experience you may lose this level of detail....

## Other Skills and Interests- my examples only- you are your own person!

**Information Technology** important to have now- often get 'points' for it  
I am proficient in Microsoft Word, Excel, PowerPoint, SPSS ('Statistical package for Social Sciences') and Dreamweaver (website design). I designed, created and maintain the 'UCL Centre for Anaesthesia' website. I have 5million views on our educational YouTube site (not true!)

### Languages

I am learning Xosa and am interested in learning how to say '123' in as many languages as possible

### Music

I have grade 8 piano, grade 6 'cello and 'A' level music. When at medical school I organised and conducted 10 concerts including ...

### Travel and Art

My interest in Indian and Islamic Art and Architecture has led me to Eastern Turkey, Egypt, Israel and India. At university I was awarded the 'Laurence Binyon Travel Prize' for a trip to visit Islamic sites in Turkey and Egypt. I lived in Delhi, India for 2 months in 1998, from which I explored the region. In 2017 we hope to have a family holiday in Iran.

### Sport

I rowed in the ..... I used to run a 5-minute mile.

### Food and Drink

I enjoy wine and love eating out, especially with my Axolotl Macy....

### Other

You may speak other languages, have sports, artistic skills, politics, social activism or anything else that might make you more memorable at an interview!

### Referees

Do ask your referees from whom you're applying for a job!

Google UCL Stephens

# Sections on CV

- Demographics
- Education and Qualifications
- Personal statement
- Clinical Time + skills
- Publications – incl Posters,
- Presentations - anywhere
- Governance - QI, Audit, Patient Leaflets

- Teaching incl Students, MDT, department, writing material, examining
- Conferences, Meetings, Courses
- Memberships of Societies
- IT skills
- Other
- References

# Key CV rules for me

Need to see the special things easily- not go hunting!

- Key info only \* otherwise = distracting
- Ask 'why am I adding/ putting this sentence/thing in?'
- Attention to detail - formatting, consistency eg in dates
- Put stuff in multiple sections- that's OK
- Separate section, separate page; ideally don't go over a page
- Remove old stuff, but keep private separate 'full' CV
- Don't be modest - but obviously don't lie

\*but have one CV with everything in for ARCP that you add to

# What I have no CV?

- Don't panic!
- Sit down with CV sections .. ..bullet points
- Key info only you'd like to mention
- Do the basics only to organise your thoughts..  
..... so if you're asked you can discuss.

\*but have one CV with everything in for ARCP that you add to

# CV

To organise your thoughts..

To draw on in an interview

..... so if you're asked you can discuss.

Record of stuff you've done

\*but have one CV with everything in for ARCP that you add to



# Interview tips about your CV/you

# Interview classic questions; basic rules

- c2 minutes long maximum: Tell them/drawing attention to USP
- Think- start with – headlines –
  - ?key elements....don't explain too much or focus on one thing to start
- Use key phrases “I’m proud of..” ....
- “I’ve been described as..”
- Try active tense/phrase
  - “I organized / got together a group to” .. “led a..” “..with colleagues I taught..”
- “Surgical, Nursing, ODP colleagues”, patients
- ?turn challenges into positives (if poss) but don't explain everything
- Be honest “I found it hard when...” “ that seems a difficult situation..”



### ST4 2024 Scoring Guidance

#### GPCs of Safety and QI / Research and managing data / Education and Training / Health Promotion

Demonstrates understanding of, and engagement in, either Safety and QI, Research and Data management, Education and Training or Health Promotion

1 Unsatisfactory	2 Weak	3 Typical	4 Very Good	5 Outstanding
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Failed to understand how concept changed personal practice or that of others.	Recognised that demonstration of concept is used to change practice but no clear example of making change.	Good demonstration of topic with clear demonstration of change in practice.	Good demonstration of topic with demonstration in change of practice that they have presented or published.	Excellent demonstration of topic demonstrating change in clinical practice that has contributed to publication or national or local guideline.
Poorly structured answer. Disorganised with no underlying knowledge.	Started with organised thought and structure but was not maintained as applicant was challenged.	Evidence of structured thinking that was maintained throughout answer, hesitant with challenge.	Good structure to answer, appropriate response to challenge.	Excellent structure to answer. Clear and concise Good response to challenge.

# Marking for Questions



## Global Rating Score: Online interview

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7	
8	
9	
10	

+ [Qualifications](#)

+ [Career progression](#)

+ [Clinical skills – clinical knowledge and expertise](#)

+ [Academic skills](#)

+ [Personal skills](#)

+ [Probity – professional integrity](#)

+ [Commitment to specialty – learning and personal development](#)

# Classic questions & phrases

*What part of your CV / training are you most proud of?*

Remember basic rules

‘I’m most proud of..’ paper / role / audit / coming back to work..

Say why.. ??demonstrate quality ..?tell a story

“I managed to ...

“I really learnt/took away from this..”

“this changed what we do ..”

# Classic questions

*‘Talk me through this part of your CV’ eg QI, education*

Remember basic rules

Practice talking about a few parts of your CV

- What was it
- Why did you do it?- did it address a problem?
- What did it show / point of it
- Was there feedback? A result

# Classic questions

*'What evidence / data / paper / study has changed your practice'*

Remember basic rules

Futier 2013 NEJM – lung protective ventilation in GA

'Knowing the Risk' NCEPOD 2011 – lots of things – SORT score, monitoring- table 4.52

Safe Surgery Checklist NEJM and WHO; Haynes 2009

Is MAP < 65 mmHg bad? Editorial Kamenetsky, Paper Sessler 2022

Local Data?



# Classic questions

*‘What’s one of your strengths? a weakness?’*

Remember basic rules

“an ODP recently said I was...”..I do try to always...”

for example ...

Weakness – choose one with an example

Weakness – reflection.. learning point.. work in progress..

# Classic questions

*‘What do you enjoy about your job as an anaesthetist? ‘*

Think of your own answer

Clinical / Academic/ Education/ Mx/ Other

# Clinical interview: key things

If you thought of the best anaesthetist what would they be?

Basic Rules ?list the key issues about the situation

DR ABCDE      Hx Ex Ix Pt Discussion Mx      Cvs Rs GI Gu Ns Other

Leadership vs Teamwork- both needed

Communication / Prioritise / Teamwork

Difficult colleague

Get help, delegate, use team wisely

? AAR / feedback session / 'Datex' / D of Candour / Consultant debrief

# Summary

- Look at the official information (eg NHS constitution is mentioned)
- Know your CV..
- Write classic answer bullet points; build a 'library' – use some
- Tell a 'story'.. Progression.. Active words..
- Clinical/academic/education/Mx/Other = fallback
- Clinical- order answer.. Personal qualities..

Thanks!      Questions      Good luck!

About 21,000 results (0.42 seconds)

<https://rcoa.ac.uk/news/recruitment-round-3-februar...>

## Recruitment Round 3 for February 2023 starts- Simulated ...

11 Aug 2022 — The **RCoA** Recruitment Committee with help from experienced interviewers and ... **Interview** Preparation videos CT1/ACCS (Anaesthetics) and **ST4**.

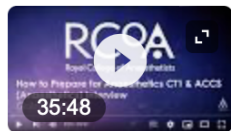
You visited this page on 16/01/23.

<https://rcoa.ac.uk/news/anaesthetics-february-2023-s...>

## Anaesthetics February 2023 ST4 recruitment

12 Sept 2022 — Please take a look at our **ST4** online **interview** preparation **video** on the **RCoA** website. Invites to online **interview** will go out on Tuesday 20 ...

### Videos



#### How to Prepare for an Anaesthetics CT1 & ACCS ...

YouTube · Royal College of Anaesthetists  
13 Jan 2022



10 key moments in this video



#### Interview techniques for the Anaesthesia training program ...

YouTube · ABCs of Anaesthesia  
29 Jun 2021



10 key moments in this video



Where's the official information?

## Recruitment Round 3 for February 2023 starts- Simulated Interview Preparation videos CT1/ACCS (Anaesthetics) and ST4

**Published:** 11/08/2022

The RCoA Recruitment Committee with help from experienced interviewers and trainee volunteers has produced simulated interviews for both Anaesthetics CT1 & ACCS (Anaesthetics) and ST4. We are reposting the videos on how to prepare for the Multi-Specialty Recruitment Assessment (MSRA) and the Anaesthetics CT1/ACCS (Anaesthetics) Interview. The interview structure has had some minor changes made to the content, but these broadly cover how to prepare and answer questions. The scoring matrices for interview can be found on the [ANRO](#) website with the domains assessed.

The College advises anyone preparing for this recruitment round to take a look.



# How to Prepare for Anaesthetics CT1 & ACCS (Anaesthetics) Interview

Dr Gaby McGrath, CT1 Anaesthetics

35:42



# CT1 & ACCS (Anaesthetics) Simulation Interview

Trainers, Dr Graeme Lilley and Dr Libby Duff, The Grange University Hospital, Newport, Wales

Trainee, Dr Alison Hare, The Grange University Hospital, Newport, Wales

Mrs Liz Babbage, Specialty Training Manager, HEIW

17:30



# CT1 & ACCS (Anaesthetics) Simulation Interview

Trainers, Dr Graeme Lilley and Dr Libby Duff, The Grange University Hospital, Newport, Wales

Trainee, Dr Amber Summerhayes, The Grange University Hospital, Newport, Wales

Mrs Liz Babbage, Specialty Training Manager, HEIW

15:32



# ST4 Simulation Interview

Trainers  
Dr Caroline Evans and Dr Sarah Harries, University Hospital Wales, Cardiff

Trainee  
Dr Emily Murphy, University Hospital Wales, Cardiff

Mrs Liz Babbage, Specialty Training Manager, HEIW

32:09



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## Recruitment Round 3 for February 2023 starts- Simulated Interview Preparation videos CT1/ACCS (Anaesthetics) and ST4

**Published:** 11/08/2022

The RCoA Recruitment Committee with help from experienced interviewers and trainee volunteers has produced simulated interviews for both Anaesthetics CT1 & ACCS (Anaesthetics) and ST4. We are reposting the videos on how to prepare for the Multi-Specialty Recruitment Assessment (MSRA) and the Anaesthetics CT1/ACCS (Anaesthetics) Interview. The interview structure has had some minor changes made to the content, but these broadly cover how to prepare and answer questions. The scoring matrices for interview can be found on the [ANRO](#) website with the domains assessed.

The College advises anyone preparing for this recruitment round to take a look.

## Anaesthetics ST4 Recruitment

Recruitment Information

[Vacancies](#)

[Interviews](#)

Specialty & Level (Type of Work)	Anaesthetics ST4
Recruitment Round	August 2023
Type of Recruitment	National
Qualifications & Professional Registration Required	See <a href="#">Anaesthetics ST4 Person Specification</a>
Anticipated Start Date	
Competition Ratios	Visit <a href="#">Specialty Training Website</a>
Contact Us	<a href="#">Email Recruitment Team</a>
Application Process	See <a href="#">Medical Specialty Recruitment Applicant Handbook 2023</a>
Online Recruitment Portal	<a href="#">Oriel</a>

### National Recruitment Timetable

Advert Appears	Wednesday 16 <sup>th</sup> November 2022
Apply from	Thursday 17 <sup>th</sup> November 2022 (10am)
Closing Date	Thursday 8th December 2022 (4pm)
Self-Assessment Document Upload Window	Monday 16 <sup>th</sup> January 2023 to Wednesday 25 <sup>th</sup> January 2023

[Where's the official information?](#)

# Person specifications

You must check your eligibility against the nationally agreed person specification for your chosen specialty before applying

[+ Academic](#)

[+ Acute Care Common Stem](#)

[+ Acute Internal Medicine](#)

[+ Allergy](#)

[+ Anaesthetics](#)

## Sub-specialties person specifications

[View the person specifications](#)

## Apply on Oriel

[Visit Oriel](#)

Where's the official information?

Hey, I am Spectra. I am here to help answer your questions about specialty recruitment. I am not a human so please use key words or simple phrases!

×



## Essential entry criteria

## + Qualifications

## Eligibility

**+ Fitness to practise**

**+ Language skills**

 Health

**+** Career progression

## + Application completion

## Selection criteria

 Qualifications

## Selection criteria

## Qualifications

**+ Career progression**

- Clinical skills – clinical knowledge and expertise

**+** Academic skills

**+ Personal skills**

**+ Probity – professional integrity**

- + Commitment to specialty – learning and personal development

## Where's the official information?

## Anaesthetics February 2023 Recruitment

Recruitment Information

CT1

ST4

Online Interviews

Specialty & Level (Type of Work)	Anaesthetics/ACCS Anaesthetics CT1 & Anaesthetics ST4
Recruitment Round	February 2023
Type of Recruitment	National
Qualifications & Professional Registration Required	See <a href="#">Anaesthetics CT1 Person Specification</a> See <a href="#">(ACCS) Anaesthetics CT1 Person Specification</a> <b>See <a href="#">Anaesthetics ST4 Person Specification</a></b>
Anticipated Start Date	
Competition Ratios	Visit <a href="#">Specialty Training Website</a>
Contact Us	<a href="#">Email Recruitment Team</a>
Application Process	See <a href="#">Applicant Guidance</a>
Online Recruitment Portal	<a href="#">Oriel</a>

### National Recruitment Timetable

Advert

Advert Appears

Where's the official information?



## Person specification

### Academic

 NIHR ACF Academic Person Specification.pdf

 [View / Download](#)

### Acute care common stem (ACCS)

 ACUTE CARE COMMON STEM (ACCS) INTERNAL MEDICINE CT1 2023.pdf

 [View / Download](#)

 ACUTE CARE COMMON STEM (ACCS) EMERGENCY MEDICINE CT1 ST1 2023.pdf


 [View / Download](#)

### Acute Internal Medicine

 ACUTE INTERNAL MEDICINE ST4 2023.pdf


 [View / Download](#)

### Allergy

 ALLERGY ST3 2023.pdf

 [View / Download](#)

### Anaesthesia

 ANAESTHESIA ST4 2023.pdf

 [View / Download](#)

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## PERSON SPECIFICATION 2023

## ANAESTHETICS – ST4

ENTRY CRITERIA	
<p><b>Essential Criteria</b></p> <p><b>Qualifications:</b></p> <p>Applicants must have:</p> <ul style="list-style-type: none"> <li>• MBBS or equivalent medical qualification</li> <li>• Primary FRCA or EEA Eligibility by offer date<sup>i</sup></li> </ul>	<p><b>When is this evaluated?</b><sup>ii</sup></p> <p>Application form</p>
<p><b>Eligibility:</b></p> <p><b>Applicants must:</b></p> <ul style="list-style-type: none"> <li>• Be eligible for full registration with, and hold a current licence to practise<sup>iii</sup> from, the GMC at intended start date<sup>iv</sup></li> <li>• Be eligible to work in the UK</li> </ul> <p>Have evidence of <b>either</b>:</p> <ul style="list-style-type: none"> <li>• Current employment in a UK Anaesthetics or ACCS Anaesthetics Core Training Programme;</li> <li>• or</li> </ul>	<p><b>When is this evaluated?</b></p> <p>Application form, interview/selection centre<sup>v</sup></p>

## SELECTION CRITERIA

### Qualifications

#### Essential Criteria

- As above

#### Desirable Criteria

- BSc, BA, BMedSci or equivalent
- Higher degrees including MSc, PhD or MD (where research thesis not part of first medical degree)
- Postgraduate qualifications achieved in other specialties

#### When is this evaluated?

Application form  
Verified ST4 portfolio  
Interview/selection centre  
References

### Career Progression



GIG  
CYMRU  
NHS  
WALES

Addysg a Gwellu Iechyd  
Cymru (AaGIC)  
Health Education and  
Improvement Wales (HEIW)



## Personal Details

<b>Name</b>	Robert Charles Tarquin Sir Harold Jeremiah Jones Stephens	
<b>Date of Birth</b>	28 <sup>th</sup> Jan 1909	
<b>Home Address</b>	67 Smiths Rd etc	
<b>Phone</b>	07967 452344	
<b>E mail</b>	whatever@googlemail.com	
<b>GMC Number</b>	4035767	

## Education and Qualifications **Be consistent in formatting**

<b>FFICM</b>	Fellow of the Faculty of Intensive Care Medicine	2011
<b>FRCA</b>	Fellow of the Royal College of Anaesthetists	2002
<b>MB BS</b>	St Mary's Hospital, London University	1994
<b>BA Honours</b>	A University Physiological Sciences	1989

## Personal Statement

- this will be your Unique Selling Points/highlights
- what are you proud of?
- 'I've been described as
- what are you aiming for?
- look at a few examples
- not just a list of clinical stuff

**Locum Consultant Post** new section = new page. This part must be clear- when. I don't use lots of detail for the posts

UCL Hospitals NHS Trust 11 Months  
11<sup>th</sup> August 2008- 1<sup>st</sup> July 2009

**Specialist Registrar Training**

The Royal NHS Trust 6 Months  
7<sup>th</sup> February - 6<sup>th</sup> August 2008  
Anaesthesia for Cancer Surgery including Paediatrics and Intensive Care

The London NHS Trust 3 Months  
7<sup>th</sup> November 2007- 6<sup>th</sup> February 2008  
Intensive Care including Trauma, Resuscitation and Neurosurgical Intensive Care

Eye Hospital NHS Trust 3 Months  
1<sup>st</sup> August 2007- 6<sup>th</sup> November 2007  
Ophthalmic Anaesthesia including Paediatrics

UCL Hospitals NHS Trust 17 Months  
6<sup>th</sup> March 2006- 31<sup>st</sup> July 2007  
including General Anaesthesia, Paediatrics and Trauma  
A period of 50-70% flexible training = 12<sup>1/5</sup> months full time equivalent

Research Training Fellow in something, UCL 45 Months  
4<sup>th</sup> June 2002- 5<sup>th</sup> March 2006 1 year counted towards Anaesthesia training

Hospital for Physio and Neurology 3 Months  
2<sup>nd</sup> March 2002- 3<sup>rd</sup> June 2002  
Neuroanaesthesia and Neurointensive Care

UCL Hospitals NHS Trust 3 Months  
2<sup>nd</sup> December 2001- 1<sup>st</sup> March 2002  
Cardiothoracic Anaesthesia and Intensive Care

UCL Hospitals NHS Trust 3 Months  
1<sup>st</sup> September 2001- 1<sup>st</sup> December 2001  
Intensive Care

UCL Research fellow in Anaesthesia and Intensive Care 3 Months  
2<sup>nd</sup> June 2001 – 1<sup>st</sup> Sept 2001 Out of programme experience

The Free Hampstead NHS Trust 3 Months  
5<sup>th</sup> March 2001 – 3<sup>rd</sup> June 2001  
General Anaesthesia and High Dependency Unit

the Free Hampstead NHS Trust 3 Months  
2<sup>nd</sup> December 2000 – 4<sup>th</sup> March 2001  
Intensive Care

A Hospital NHS Trust 9<sup>1/2</sup> Months  
15<sup>th</sup> February 2000 – 1<sup>st</sup> December 2000  
General and Obstetric Anaesthesia



Outline

Draft

Focus

Immersive Reader

☐ Ruler

☐ Gridlines

☐ Navigation Pane

Zoom

Zoom to 100%

Page Width

One Page

Multiple Pages

New Window

Arrange All

Split

Switch Windows

Macros

Research Posts **if relevant only**

Academy of Medical Sciences/the Health Foundation  
Research Training Fellowship in Anaesthesia  
Institute of Child Health, UCL  
3<sup>rd</sup> June 2003 – 5<sup>th</sup> March 2006  
Supervisors: Prof M G Mythen, Dr H Baxendale and Dr G Dixon

33 months

~~Portex~~ Research Fellow Institute of Child Health, UCL  
3<sup>rd</sup> June 2002 – 3<sup>rd</sup> June 2003  
Supervisor: Prof M G Mythen

12 months

Research Fellow in Anaesthesia and Intensive Care  
The Centre for Anaesthesia, UCL Hospitals NHS Trust  
4<sup>th</sup> Feb 1999 – 14<sup>th</sup> Feb 2000 and 2<sup>nd</sup> June 2001 – 3<sup>rd</sup> Sept 2001  
Supervisor: Prof M G Mythen

15 months

Summary of Research **if relevant only**

Many patients suffer complications following major surgery. My research work centred on the body's immune response to the stresses encountered during major surgery, how they contribute to postoperative outcome and whether they might be manipulated to the patients benefit.

During an initial research year (1999-2000) with Professor Mythen I received a good grounding in the practical aspects of a clinical trial, ethics and writing papers. I started to prepare for an Academy of Medical Sciences/The Health Foundation Research Training Fellowship, which I was awarded in 2002. I spent my second research year (2002-2003) finding an appropriate laboratory, getting a basic science supervisor, learning new scientific techniques and developing collaborative projects within UCL and outside in Edinburgh University and Columbia Presbyterian University, New York, USA.

During my Research Training Fellowship (2003-2006) years I attempted to answer some of the fundamental questions about the human antibody response to endotoxin, part of our natural 'gut bacteria'. In particular, I discovered that some people appear to have low levels of antibodies to a variety of natural substances, a novel finding. I also undertook a collaborative trial that involved injecting volunteers in the USA with very small doses of endotoxin to try and develop a new way of mimicking reactions to surgery. In a collaborative study I showed that critically injured children are more likely to have 'inflammation' if they have low endotoxin antibody levels. In the laboratory I isolated, grew and characterised the cells making endotoxin antibodies and measured the levels of these antibodies in mothers and their newborn children.

My research interests are relevant to the fields of cardiovascular disease, infectious disease, critical care and of course perioperative medicine. I am currently writing my MD thesis, and have several papers published from my time as a Research Training Fellow. I am now involved in planning a large study, led by Dr Gareth Ackland (Clinician Scientist in Anaesthesia) investigating how and why patients have complications after major surgery.

3045 words

English (United Kingdom)

Focus

89%

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RCM Stephens, J Lowry, S Cone, S Harris and D Walker. The educational concerns of trainees in Intensive Care. American Society of Anesthesiology Annual Meeting, San Francisco USA, November 2007



Teaching Experience ? how can you start your own course?/ help others?

I lead the UCL teaching on Anaesthesia /Periop Medicine for the MBBS curriculum and teach some of the Cardiac Physiology to the year 1 MBBS students. Each week I teach anaesthetic trainees in theatre lists. I have taught on Intensive Care Nurse courses and Primary FRCA, Final FRCA, MB BS, MB PhD and 'A UCL Practical Introduction to Intensive Care' courses. I have lead the 'Introduction to Anaesthesia' course for junior trainees across specialities for the last 8 years. I speak on 'update in Anaesthesia' courses annually.

Management and Leadership Experience  
You might have a Quality Improvement section

Clinical  
I helped to implement the clinical introduction of 'Intralipid' (an antidote to Local Anaesthetic toxicity) and have been involved in part of the 'lean' Theatre and Theatre Pharmacy projects at UCLH.

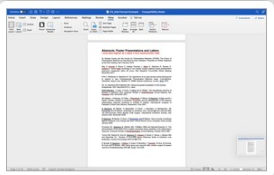
Quality Improvement or Audit  
Relevant now of course.

Colleagues  
I organised (with Dr x) the physical space for Academic Anaesthetic Fellows at the 'Centre for Anaesthesia', UCL. At the Royal London Hospital I coordinated the Registrar's rota. I am a mentor to one of the Physician Anaesthetic Assistants.

Organising  
With 4 colleagues, I started, designed and organised the ongoing course 'A practical introduction to Intensive Care', teaching over 200 junior trainees a year. I organised the inaugural 'Marsden Management course for new consultants' 2008. These courses have raised profits that are fed back into more educational and research activities.

Recent Conferences, Meetings and Courses  
good to break up into types of course I think. Avoid months = irrelevant!  
?Tailor to job specification again?

Clinical Anaesthesia		
ASA 2018, San Francisco	USA	2018
Evidence Based Perioperative Medicine	London	2015
American Society of Anesthesiology	San Francisco, USA	2007
Regional Anaesthesia	San Francisco, USA	2007
Emergency and Life Support		
Advanced Trauma Life Support	Barts and The London	2008
invited to be an instructor		
Acute Cardiac resuscitation	UCLH (Advanced Life Support protocols)	2007
Childrens Acute Transport Service: an update		2006
Education		
Society for Education in Anaesthesia	Autumn meeting, USA	2018



**Information Technology** important to have now- often get 'points' for it  
I am proficient in Microsoft Word, Excel, ~~Powerpoint~~, SPSS ('Statistical package for Social Sciences') and Dreamweaver (website design). I designed, created and maintain the 'UCL Centre for Anaesthesia' website.

I am a member of the Royal College of Anaesthesia, the Association of Anaesthetists of Great Britain and Ireland, the MDDUS. Prob should have it's own space now

I have grade 86 piano, grade 16 'cello and 'A' level music. When at medical school I organised and conducted 10 concerts including Handel's 'Messiah' and Faure's 'Requiem' with a full orchestra.

My interest in Indian and Islamic Art and Architecture has led me to Eastern Turkey, Egypt, Israel and India. At university I was awarded the 'Laurence Binyon Travel Prize' for a trip to visit Islamic sites in Turkey and Egypt. I had a flat in Delhi, India for 2 months in 1998, from which I explored the region. In 2017 we hope to have a family holiday in Iran.

At Oxford I rowed in the college 1<sup>st</sup> VIII, and for the City of Oxford, including three appearances at Henley Royal Regatta. I used to run a 5 minute mile.

I enjoy wine and love eating out, especially with my wife, Fi and our children Ruby, [Emi](#) and Mr Finn.

I am an advisor on Anaesthesia for the Royal Society's Media Centre and edited a book 'Data interpretation in Anaesthesia' for Elsevier/the Lancet group with 3 colleagues.

My aim is to continue my NHS career in clinical anaesthesia and perioperative medicine combined with research and teaching. I would love to continue to deliver anaesthesia in a stimulating academic environment such as UCLH and enjoy the combination of improving service delivery, groundbreaking research and training junior doctors that exists there. **My one here is a bit un-aspirational- you might want do better!**

