



IN THIS ISSUE:

APPLICATIONS
TWITTER
PERSON SPECIFICATION
INTERVIEW PROCESS
INTERVIEW DATES
PATHWAY
OFFERS

APPLICATIONS TO CORE SURGERY NATIONAL RECRUITMENT

We are extremely pleased to announce that entering 2012, Core Surgery is running a truly national recruitment venture with the addition of both Scotland and Northern Ireland to our Core Surgery Recruitment Project for CTI. This year we are also be running recruitment into the NIHR's Academic Clinical Fellowship pilot into General Surgery (ST1) alongside the CTI applications.

Candidates need to make a single application for Core Surgical Training (CST), preferencing their 1st & 2nd choice Deanery or Unit of Application (UoA). Once the application has been submitted, these cannot change, so we advise careful consideration, take time to review the competition ratios and the Core Surgery programmes available in each UoA which are available on the both the Core Surgery and the individual UoA website.

CST recruitment for 2012 commenced on 25 November 2011 at 11:00 hrs and due to technical issues surrounding the CSNRO's Core Surgery recruitment website (www.surgeryrecruitment.nhs.uk), the closing date has been now been extended until Monday 12 December 2011 at 11:00 hrs (GMT). Candidates should apply through the Pathway portal on <http://www.intrepidpathway.co.uk>. More details on the application process can be found in the 'How to Apply', 'Candidate Experience' and 'Applicant Guide' sections on <http://www.surgeryrecruitment.nhs.uk>.

PLEASE NOTE THAT THIS DID NOT AFFECT THE APPLICATION PORTAL WHATSOEVER AND CANDIDATES STILL HAD ACCESS TO INFORMATION THROUGH THE DEANERY WEBSITE, THE EXTENSION IS SIMPLY OUT OF COURTESY TO THE APPLICANTS.

PERSON SPECIFICATION

The 2012 Person Specification describes the knowledge, skills and attributes that are required in order for a candidate to be successful in their application to CST.

The document is broken down into essential and desirable attributes and states whether this will be extracted from the application form and/or at the interview. This is the only criteria against which applicants can be assessed.

The criteria must be specific, measurable and justifiable in relation to the job requirements and not be unnecessarily restrictive. The National Recruitment Campaign will be using the nationally agreed Person Specification for CST (CTI), which candidates are advised to download from the core surgery website on <http://www.surgeryrecruitment.nhs.uk/the-process/person-specification> or view www.mmc.nhs.uk for more information.

Non-UK/EEA nationals, whose employment is subject to restrictions, can contact the UK Border Agency (UKBA) directly to clarify their eligibility to apply for core surgery training.

INTERVIEW PROCESS

Longlisting of applications takes place between the 12 December and 23 December 2011. After this invitations to interview will be sent to all eligible candidates by the CSNRO through **Pathway**. Candidates will be informed online to book their interview slots at their 1st and 2nd choice UoA's. Interview slots can be changed up until the UoA specific deadline date – please refer to local arrangements. CST interviews will commence on 9 January 2012 and run until 10 February 2012, details below.

For further information about what to expect on your interview day and guidance and advice about each station and what to bring with you on the day please visit our pages at: <http://www.surgeryrecruitment.nhs.uk/the-process/candidate-interview-day>

TWITTER FEED

We are very excited to announce that the CSNRO is now running a live twitter feed that we will be keeping you up to date as the recruitment process progresses. Born on Friday 25th November we will be tweeting reminders about dates, links to useful guidance and general updates and news about the CSNRO as it happens.

You can follow us and search for us [@CSNRO](https://twitter.com/CSNRO) or find our tweets by searching for the #tags: [#CSNRO](https://twitter.com/CSNRO) and [#SpecialtyJobs](https://twitter.com/CSNRO)

INTERVIEW DATES

Dates for all UoA interviews are as follows. These dates are subject to change so please keep referring back to the website for latest details.

| DEANERY | DATES for 2012 | Number of Days |
|------------------------|--------------------------|----------------|
| East of England | 23 - 27 January | 5 |
| East Midlands North | 17 - 18 January | 2 |
| East Midlands South | 7 - 8 February | 2 |
| Kent, Sussex, Surrey | 31 January - 3 February | 4 |
| London | 30 January - 3 February | 5 |
| Mersey | 16 - 20 January | 5 |
| North Western | 6 - 8 February | 3 |
| Northern | 25 - 26 January | 2 |
| Northern Ireland | 9 - 10 February | 2 |
| Oxford | 6 - 10 February | 5 |
| Scotland | 9 - 12 January | 4 |
| Severn | 12 , 13, 16 & 17 January | 4 |
| South West Peninsula | 24, 26, 27 January | 3 |
| Wales | 30 January - 3 February | 5 |
| Wessex | 23 - 27 January | 5 |
| West Midlands | 10, 11, 18 & 19 January | 4 |
| Yorkshire & the Humber | 7 - 9 February | 3 |

PATHWAY

Candidates apply through the Pathway portal at <http://www.intrepidpathway.co.uk>. All application 'status change' correspondence to candidates with regards to applications will be issued through Pathway.

OFFERS & UPGRADES

Offers will be centrally coordinated by the Core Surgery National Recruitment Office (CSNRO) and will be based on candidate ranking and preference. There will be a national offers day with the 1st iteration taking place in the week commencing 20 February 2012; we aim to run 3 iterations per week.

Candidates have a 48 hour time limit (including Bank Holidays and Weekends) to *accept* (with or without upgrades), *hold* (with or without upgrades) or *reject* an offer. Once the 48 hour response window has lapsed, any expired or declined offers will be recycled and offered to other candidates.

An upgrading mechanism has been built-into the Pathway system and if candidates opt into this, they will automatically be upgraded in the event that a higher preferred sub-preference becomes available throughout the offers process. Candidates can choose to opt out of this at any time. Both accepted offers and held offers are eligible for upgrades if the candidate opts in.

If a candidate is offered a post, subsequently accepts it and opts into upgrades, they will be given an **upgrade** if it

becomes available. Upgrading will continue until Friday 23 March 2012 for Core Training Posts.

If a candidate is offered a post and *holds* it, they have up until Monday 19 March 2011 to make a final decision. Once a candidate *accepts* a post, they will not receive any further offers within that UoA, unless they are upgraded and must withdraw from all other applications that are being managed outside of this.

Candidates are only allowed to hold one offer across all specialties.

Example: Candidate A is offered a post that isn't their 1st choice sub-preference and subsequently accepts it, they are entitled to an **upgrade** if a higher sub-preference becomes available and they have opted in for upgrades. The candidate may be entitled to the relinquished post as long as there is nobody above them in the ranking who has preferred it higher in their choices.

FURTHER INFORMATION & ENQUIRIES

Contacts:

CSNRO

020 7089 7503 (Office)

nationalrecruitment@kssdeanery.ac.uk

For further information regarding National Recruitment for Surgery please email

nationalrecruitment@kssdeanery.ac.uk

Should you not wish to receive this bulletin in please email nationalrecruitment@kssdeanery.ac.uk detailing “opt out” within the email and we will remove you from the mailing list.

SEASON'S GREETINGS

FROM THE CSNRO

HAVE A MERRY CHRISTMAS AND A HAPPY NEW YEAR

Good Luck with your applications

