



Wellcome / Health Research Board

**ICAT**  
Irish Clinical Academic Training

# Application information





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# Information for applicants

## Summary:

The ICAT programme is a combined clinical and academic training that leads to BOTH a PhD and CCST/CCT. Therefore, only candidates who are successful in securing a place on a Higher Specialist Training programme or an approved run-through Basic Specialist Training – Higher Specialist Training programme can progress through the PhD years of the ICAT Programme. Candidates applying to ICAT must either be enrolled in the early stages of Higher Specialist Training, be enrolled on an approved run-through Basic Specialist Training – Higher Specialist Training programme or have applied for entry onto an approved Higher Specialist Training programme .

Trainees who are interested in the programme should contact their respective Training Bodies in the Republic of Ireland (RoI) or United Kingdom Deaneries (e.g. NIMDTA in Northern Ireland (NI)) to discuss their clinical training needs.

While previous research experience is considered important in the assessment process for ICAT Programme, outstanding candidates with little/no research experience may still apply.

Successful applicants who are appointed to the ICAT Programme will receive the following supports:

1. Salary for the full duration of their involvement in the ICAT Programme
2. PhD registration fees at a participating ICAT Programme partner university
3. Contribution towards research consumables
4. Academic appointment as a Clinical Lecturer (RoI) or ICAT Fellow (NI) equivalent (exact title may vary by institution ) at a participating ICAT Programme partner university



## Eligibility criteria:

### *Qualifications:*

1. MB BS, MB BCh or equivalent medical qualification
2. Successful completion of relevant College/Faculty Membership exam or part thereof (e.g. MRCP (UK) or MRCPI (RoI)) or equivalent relevant postgraduate certifications necessary for participation in the relevant specialist training programme.

### *Medical registration:*

1. (a) Eligible for full or limited registration with the IMC or GMC at time of application with the necessary licence to practise  
*or*  
(b) Full or limited registration at time of appointment with the Irish Medical Council - for fellows intending to work in the Republic of Ireland- or with the General Medical Council -for fellows intending to work in Northern Ireland, with the necessary licence to practice
2. Documented evidence from the relevant training body (e.g. GMC, IMC, RCPI or equivalent) of achievement of appropriate competencies for stage of training by time of appointment in line with relevant national regulatory requirements (including satisfactory outcome at ARCP (NI))
3. Eligibility to work in the Republic of Ireland or United Kingdom at time of application
4. Satisfactory completion of relevant Vetting/Barring Scheme
5. Hold a current medical indemnity policy that is valid in the jurisdiction where training will occur
6. (a) Either hold a National Training Number in a GMC approved UK Specialty Training Programme at ST3 level or above (ST1 or above for General Practice trainees)(NI)  
*or*  
(b) Be eligible to apply or already be appointed to a recognised Higher Specialist Training Scheme or approved 'run through' Specialist Training Programme in the Republic of Ireland overseen by an approved training body (RoI)
7. Hold a current fitness-to-practise certificate, registration with licence to practise (or equivalent) from the relevant regulatory authority

### *Points of entry onto the ICAT programme*

The exact point of entry to the ICAT programme varies between specialties due to the duration and structure of specific training schemes. However, all ICAT fellows will work towards completion of specialist training (CCST – RoI; CCT – NI) and this is an important reference point. Completion of the 3 years full-time PhD must be followed by a minimum of two years and no more than three years of higher specialist training (NI and RoI) prior to award of CCT (NI)/CCST (RoI). In exceptional circumstances, one year post PhD prior to CCT (NI)/CCST (RoI) might be acceptable but should be agreed in advance with the relevant postgraduate body and ICAT director.



To calculate the clinical training period that will be required between the three PhD years and eligibility for CCT (NI)/CCST (RI), the applicant should take into account that the first year of ICAT clinical/academic training will be fully accredited. Normally up to one year of accreditation may be prospectively obtained from the training body for the 3-year PhD for trainees based in the RoI. For trainees based in NI (as part of the UK) typically a shorter period of training can be prospectively recognised as counting to CCT.

Further details on potential points of entry for a given postgraduate specialty are available from [info@icatprogramme.org](mailto:info@icatprogramme.org)

### ***Language skills:***

1. All applicants to have demonstrable skills in written and spoken English that are adequate to enable effective communication about medical topics with patients and colleagues which could be demonstrated by one of the following:

- a) that applicants have undertaken undergraduate medical training in English; or
- b) fulfill the criteria for 'effective communication skills' as set out by the relevant regulatory authority (GMC (NI) / IMC (RoI)- for details see <https://www.medicalcouncil.ie/Registration-Applications/First-Time-Applicants/English-Language.html>)

### ***Health:***

Meets professional health requirements (in line with GMC standards (NI)/Good Medical Practice or appropriate regulatory requirements)

### ***Career experience:***

Ability to provide complete details of employment history

## **Responsibility of the applicant:**

### ***An ICAT Fellow:***

- must commit to a minimum of five years, full-time (or less than full-time equivalent with prior approval), structured training.
- must fully commit to joint clinical and academic mentoring throughout the programme until award of CCST (RoI)/CCT (NI)
- Must fully commit to the ICAT academic programme, including attendance at annual ICAT retreats and peer-mentoring of junior ICAT fellows
- will be expected to be collegiate and supportive of peers and future potential applicants

## **Application process:**

***Applications are invited from postgraduate trainees associated with the following Training Bodies (RoI):***

College of Anaesthetists  
Advisory Committee in Emergency Medicine, RCSI & RCPI  
Faculty of Occupational Medicine, RCPI  
Faculty of Paediatrics, RCPI  
Faculty of Pathology, RCPI

Faculty of Public Health Medicine, RCPI  
Faculty of Radiologists, RCSI  
Faculty of Sports & Exercise Medicine, CRSI & RCPI  
Institute of Obstetricians & Gynaecologists, RCPI  
Irish College of General Practitioners  
Irish College of Ophthalmologists  
Irish Committee of Higher Medical Training, RCPI  
Irish Committee of Higher Surgical Training, RCSI  
Irish Psychiatric Training Committee  
Royal College of Physicians of Ireland  
Royal College of Surgeons in Ireland  
United Kingdom postgraduate deaneries e.g. Northern Ireland Medical and Dental Training Agency (NI)

Applicants will apply for the ICAT programme by submitting a completed application prior to the deadline. Once eligibility criteria have been reviewed and confirmed, the selection committee will compile a shortlist and shortlisted candidates will be invited to interview. Those applicants successful at interview will be informed and offered a place on the ICAT Programme after confirmation of their status on a relevant training programme scheme from the relevant training body. Where necessary, the ICAT Programme may allocate reserve places to candidates who were deemed appointable in the interview but who were not offered a place on the programme. These candidates may be offered a full place on the ICAT Programme should a vacancy arise or additional places become available. Indicative timelines are set out below:

1. Call for applications week beginning 10th October 2016
2. Application deadline 4pm on the 21st November 2016
3. Completion of eligibility checks
4. Shortlisting - January 2017
5. Interview – February 2017
6. Notification of final outcome – February 2017
7. Begin ICAT Programme July 2017

The ICAT application process and deadlines are aligned with deadlines for applications to standard SpR (RoI)/StR (NI) Training Programmes so that applicants that are not recommended for the ICAT programme may still participate in the standard SpR (RoI)/StR (NI) application/interview process.

The application will comprise completion of an application form including a copy of the applicant's curriculum vitae and two referee's reports. Application forms and referee report forms may be downloaded from the ICAT website ([www.ICATprogramme.org](http://www.ICATprogramme.org).)

Applicants to the ICAT Programme will be required to complete a section in the application form where they will select five potential supervisors for a PhD project. A list of approved ICAT supervisors along with details of their research backgrounds and potential PhD projects are available on the ICAT website (see [www.ICATprogramme.org](http://www.ICATprogramme.org)). Candidates can only choose supervisors from the available pool and are encouraged to contact prospective supervisors directly to discuss potential interest in research areas or projects. **Expressing interest in a supervisor / project at the stage of application does not commit the applicant to registering with a specific supervisor should they be accepted onto the ICAT Programme** but this information may be used in the interview and to help design the candidates first programme year to ensure appropriate placement opportunities are provided to applicants.

Whether existing or new applicants to a Higher Specialist Training Programme, applicants to the ICAT Programme should notify their relevant Training Body that they intend to apply to the ICAT Programme. Details of the relevant person to contact may be available on the relevant training Body website or through contacting the relevant training body.

**PLEASE NOTE.** An application to the ICAT Programme does not include application to the relevant Higher Specialist Training Programme or 'run through' Specialist Training Programme. Any applicant who is **NOT CURRENTLY REGISTERED** on a Higher Specialist Training Programme or 'run through' Specialist Training Programme **MUST MAKE A SEPARATE APPLICATION** to that programme.

The deadline for applications is 4pm on the 21st November 2016. **APPLICATIONS RECEIVED AFTER THIS DEADLINE WILL NOT BE CONSIDERED.**

# Selection Criteria:

## *Shortlisting:*

Candidates will be selected on eligibility (see above) and merit, irrespective of gender, age, full/part time or country of origin.

Candidates will have completed and signed an eligibility checklist as part of their application (see eligibility criteria above) and may be required to provide documentary evidence to support their eligibility. Once eligibility criteria have been verified, completed applications will be shortlisted by the ICAT Programme Committee and shortlisted candidates invited to attend for interview.

Molecular Medicine Ireland (MMI) will coordinate the collation of all applications (as well as additional requested documentation to support eligibility) and eligible applications will be forwarded for review by the ICAT Selection Committee. This committee is formed from members of the ICAT Executive team, Steering Committee, Independent Advisory Board and other experts as required. Using pre-defined, transparent scoring criteria, a minimum of two members of the ICAT Selection Committee will score each application, sponsor the application for discussion at a Selection Committee meeting where the committee will agree on 14-16 outstanding applicants who will be invited to interview.

All unsuccessful applicants will receive feedback on their applications, including their scores.

## *Selection criteria will include:*

1. Academic endeavor, evidenced by undergraduate achievements and awards and / or research electives, including peer-reviewed publications and / or conference presentations
2. Demonstrated suitability to undertake postgraduate PhD research: intellectual capability, problem-solving skills, creativity and motivation and pursuit of excellence
3. A personal statement outlining a clear vision for career progression within their specialty both during and after completion of the ICAT Programme, including a clear strategy to translate research to a clinical setting and an understanding of the requirements for progression to a senior academic clinical appointment
4. Demonstrated understanding of the basic principles of audit, quality improvement, clinical risk management and evidence-based practice. Understanding of research basic research principles, methodology & ethics, with potential to contribute to research commensurate with level of appointment.
5. Alignment of the candidates interests with the postgraduate specialty and the participating universities' areas of research excellence
6. Evidence of contributing to both undergraduate and post graduate teaching & learning

## *Desirable Evidence (for application form)*

- Evidence of relevant academic & research achievements, e.g. degrees, prizes, awards, distinctions, publications, presentations, other achievements
- Evidence of active participation in audit or quality improvement projects and presentation of results
- Evidence of participation in clinical / laboratory research (e.g. through student placements / electives)
- Undergraduate research experience (intercalated BSc or MSc, research electives) in relevant subject area
- Research training and experience as part of a primary degree (for those with postgraduate entry into medicine)
- Certificate in Education
- Formal training e.g. Masters, Diploma, Certificate (especially in Good Clinical Practice), CPD course in research.



## ***Interview:***

Invited candidates will be required to attend for interview in person. The interview panel will comprise selected members from the ICAT Steering Committee alongside invited representatives of the ICAT International Advisory Board.

Interviews will explore a candidate's merits, academic background, knowledge of the programme, research interests aligned with the supervisor pool and how the ICAT Programme will contribute to the candidate's overall career plans for a career in academic medicine.

The ICAT interview panel will make recommendations for appointment to the ICAT programme. These recommendations will be discussed by the ICAT Steering Committee, which will approve a list of candidates for inclusion onto the programme. Candidates will be notified of the outcome of the interview process after the meeting of the ICAT Steering Committee.

Post-interview training body:

Candidates successful at interview will be offered a place on the ICAT Programme contingent on verification by ICAT of their involvement in a relevant specialist training scheme. ICAT will discuss each successful candidate's status on an individual basis with the relevant training body and a full place will only be offered once all necessary requirements are met as outlined above (see 'Points of Entry onto the ICAT Programme').

**PLEASE NOTE. Being unsuccessful in an ICAT application at any stage does not prevent a candidate from applying for higher Specialist Training and no communication will be forwarded to the relevant training body without the applicant's prior written approval.**



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