

## HEE WESSEX MEDICAL CAREER DEVELOPMENT RESOURCE LIST

### GENERAL

[www.specialtytraining.hee.nhs.uk](http://www.specialtytraining.hee.nhs.uk) – NHS site with all the info on specialty applications, including person specifications and applicant's guide

<http://www.healthcareers.nhs.uk> - details on available specialties and their training pathways; site also includes links to YouTube podcasts, interviews, and info on working abroad and alternatives to clinical medicine

[www.cipd.co.uk](http://www.cipd.co.uk) (Search: 'Gen up Report')

[http://www.nhsemployers.org/~media/Employers/Documents/Need%20to%20know/1617%20PO153\\_04%20Factsheet%20for%20Educational%20Supervisors%20\(2\).pdf](http://www.nhsemployers.org/~media/Employers/Documents/Need%20to%20know/1617%20PO153_04%20Factsheet%20for%20Educational%20Supervisors%20(2).pdf) (The new JDC: Factsheet for ES's)

<https://www.oriel.nhs.uk/> - the single online portal introduced 2014 for all UK medical and dental specialty training recruitment applications and offers – click Vacancies for all current UK medical training jobs.

<https://www.jobs.nhs.uk/> - search NHS jobs by region and employer, includes LAS, LAT, specialty doctor, locum consultant and consultant posts

<http://www.windmillsonline.co.uk/> (Virtual Career Coach)

<http://www.bma.org.uk/developing-your-career> BMA careers pages

<http://medicalforum.com/> - an independent organisation run by a former doctor; high-level careers service

<http://learning.bmj.com/learning/home.html> - Free to BMA members – BMJ Learning e-learning modules: Career Essentials, including

- How to be successful with your application for specialty training
- Adding value to your CV
- How to take a career break and have a successful return to work

[http://www.wessexdeanery.nhs.uk/guidance\\_recourses/careers\\_support-1.aspx](http://www.wessexdeanery.nhs.uk/guidance_recourses/careers_support-1.aspx)

### **Books:**

Roads to Success – Caroline Elton and Joan Reid

So You Want to be a Brain Surgeon? (2008) – Saunders and Eccles, OUP

How to Get a Specialty Training Post: The insider's guide (2011) – Danny Lim, OUP

Career Planning for Everyone in the NHS – The Toolkit (2005) – Chambers, Radcliffe Publishing

Opportunities and Options in Medical Careers – Chambers, Mohanna and Field, Radcliffe Medical Press

The Essential Guide to Becoming a Doctor (2011) – Blundell, Harrison and Turney

Do it Yourself Careers Guidance – Hutton-Taylor, BMJ 10/8/96

Choosing a Career – Bache, BMJ 8/5/99

The Medical Student Careers Handbook (2006) – Cottrell, Williams, Field and Rebora

Complications: A surgeon's notes on an imperfect science (2003) – Atul Gawande

Do No Harm – Henry Marsh

Intern Blues: On the making of a doctor (2001) – Robert Marion

The Savvy Doctor – Stephen Preece and Peter Old

<http://careers.bmj.com/careers/advice/view-article.html?id=1451> How should doctors respond to criticism when challenged about their clinical performance? Some practical advice on this and how to prevent problems escalating

## **KNOWING YOURSELF**

Know Yourself: The individual's guide to career development in healthcare – Anita Houghton, Radcliffe, ISBN: 1-85775-714-9. Online workbook available at <http://www.radcliffe-oxford.com/knowyourself/>

Finding Square Holes (2007) – Anita Houghton, Crown Publishing

What Color is Your Parachute? (2014) – Bolles (updated every year)

How to Get a Job You'll Love (2010) – John Lees, McGraw Hill

Windmills Skills Assessment – Free online tool 'The Virtual Career Coach' at <http://www.windmillsonline.co.uk>

The Career Anchor – Edgar Schein (Jossey-Bass/Pfeiffer/Wiley.co.uk, ISBN: 0-88390-030-0). The Career Anchor enables you to say 'This job is really me' and defined as the one element of your self concept that you won't give up even in the face of difficult choices.

Career Values – Lifeskills international card set – [www.lifeskillsintl.co.uk](http://www.lifeskillsintl.co.uk) . Helps identify what gives meaning in our worklife.

<http://www.leadershipacademy.nhs.uk/discover/leadershipmodel> - see the Healthcare Leadership Model and its predecessor, the Leadership framework, both good frameworks for reviewing leadership skills

## **Personality Tests**

These are free and online:

IPIP-NEO

<http://www.peoplemaps.co.uk>

<http://www.outofservice.com/>

Kiersey Temperament sorter or: <http://www.advisorteam.org/>

<http://www.Queendom.com>

## **CHOOSING A SPECIALTY AND NAVIGATING SPECIALTY SELECTION**

Sci 59 Specialty Choice Inventory – online assessment tool for which password is required. Free to BMA members; some healthcare libraries can provide free access. Gives a list of specialties most suited to your preferred way of working and a list least suited.

BMJ Careers [www.careers.bmj.com/careers/welcome.html](http://www.careers.bmj.com/careers/welcome.html) - career news, features; events; job ads

The Ultimate Guide to Choosing a Medical Specialty – McGraw Hill, ISBN: 0-07-141052-X

So You Want to be a Brain Surgeon? (2008) – Saunders and Eccles, OUP

Medical Specialties: The way forward – BMA

Target Medicines – GTI

How to Get a Specialty Training Post: The insider's guide (2011) – Danny Lim, OUP

<http://www.stfs.org.uk/sites/stfs/files/Interview%20workshop%20booklet.pdf> - South Thames Foundation School pages giving sample questions from different specialties, to try out in interview practice. Provides all you need to run an educational session on interviews.

[http://careers.bmj.com/careers/advice/Building\\_a\\_portfolio](http://careers.bmj.com/careers/advice/Building_a_portfolio) Alyson Williamson (2011)

## **CAREER DEVELOPMENT SKILLS**

Roads to Success: A practical approach to career planning for medical students, foundation trainees (and their supervisors) – Caroline Elton and John Reid, ISBN: 978-0955-6014-22

The Medical Job Interview – Munford, Blackwell Press

The Imaging Factor: a guide to effective self-presentation for career enhancement – Sampson, Kogan Page

Career Networking: How to build up the right contacts to help you throughout your working life – Alexander

The Power of Networking – Catt and Scudamore, available from Kogan Page

Getting Ahead in Medicine: A general guide to personal skills for doctors – Johnson, Forest and Hill, available from Bois Publishing, ISBN: 1859-9602-19

Careers Information Handbook for Trainees – RCP

Career Planning for Everyone in the NHS – edited by Ruth Chambers, Radcliffe, ISBN: 1-85775-663-0

## **OTHER USEFUL WEBSITES/RESOURCES**

<http://specialtytraining.hee.nhs.uk/files/2013/10/A-Reference-Guide-for-Postgraduate-Specialty-Training-in-the-UK.pdf> - the Gold Guide - rules and regulations for postgraduate medical education, including rules for taking time out of programme (OOP) and leaving a programme

The Student Doctor Network

<http://doctors.org.uk/> - useful networking site to get in touch with doctors working across the UK and the world

[www.support4doctors.org](http://www.support4doctors.org) – the website of the Royal Medical Benevolent Fund, with articles on maintaining health, and changing direction in medicine.

[http://www.wessexdeanery.nhs.uk/courses\\_conferences\\_centre.aspx](http://www.wessexdeanery.nhs.uk/courses_conferences_centre.aspx) - Subsidised training courses for Wessex and Thames Valley trainees on a range of topics

[http://www.wessexdeanery.nhs.uk/about\\_nesc/policies\\_and\\_procedures/less\\_than\\_full\\_time\\_training.aspx](http://www.wessexdeanery.nhs.uk/about_nesc/policies_and_procedures/less_than_full_time_training.aspx) - policy and application form for less than full-time training in HEW

<http://beyondclinical.thecareersgroup.co.uk> – a resource for anyone thinking that clinical practice may not be for them

<http://www.tvwleadershipacademy.nhs.uk/improving-global-health-through-leadership-development> - fellowship opportunities to work overseas

<http://www.aomrc.org.uk/education-a-training/frameworks.html> - Association of Royal Medical Colleges' Accreditation of Transferable Competences – for changing direction to a second specialty

[http://www.aomrc.org.uk/doc\\_view/9486-return-to-practice-guidance](http://www.aomrc.org.uk/doc_view/9486-return-to-practice-guidance) - Association of Royal Medical Colleges guidance on returning to practice after a career break

[http://www.gmc-uk.org/doctors/licensing/faq\\_licence\\_to\\_practise.asp](http://www.gmc-uk.org/doctors/licensing/faq_licence_to_practise.asp) - FAQs on eg retaining GMC registration without a licence to practise, if working out of UK

<http://www.ncas.nhs.uk/> - National Clinical Assessment Service (NCAS) - helps 'to resolve concerns about the professional practice of doctors, dentists and pharmacists. We provide expert advice and support, clinical assessment and training to the NHS and other healthcare partners.

<https://hee.nhs.uk/sites/default/files/documents/Supported%20Return%20to%20Training.pdf> – Supported Return to Training booklet

## **COACHING SKILLS FOR EDUCATORS**

Coaching for Performance: GROWing People, Performance and Purpose – John Whitmore (described by Amazon as the “Granddaddy of coaching books”)

Coaching and Mentoring in Health and Social Care (2006) – Foster-Turner, Radcliffe

Coaching and Mentoring at Work: Developing effective practice (2007) – Connor and Pokora, OUP (these two have in the past run the Wessex mentoring course)

Effective Coaching (2003) – Myles Downey, Cengage Learning

<http://www.faculty.londondeanery.ac.uk/e-learning/careers-advice> - free e-learning module on providing careers support, one of many online modules for educational supervisors

**CAREERS SUPPORT FROM THE DEANERY AND HEE WESSEX:**

Contact PSU on [PSU.WX@hee.nhs.uk](mailto:PSU.WX@hee.nhs.uk)

Leadership Academy Coaching Register

<http://coachingregister.tv/leadershipacademy.nhs.uk> - free coaching and mentoring for anyone in an NHS contract role within the HEW area.