STFS: 10 Career Planning Tips for New Foundation Doctors

1. You Are Here, Now Think Career?
   - Foundation is a bridge between medical school and your 1st job as a doctor.
   - It is time to take stock and fully start your career planning.
   - The applications to the next stage of your career will open early in F2 and this is a competitive process. Are you ready?

2. Inductions & Settling In
   - Induction will help you settle into your new role.
   - It is never too early to start looking towards the career horizon.
   - At an early stage you should start to build networks that you can call upon as you plan your career.

3. Educational Supervisor (ES) & Clinical Tutor (CT)
   - Understand the role ES & CT play in your career planning.
   - Make time to discuss your career plans with your ES and set in motion a personal development plan (PDP) to enable you to achieve your career goal.
   - Your ES will have a wealth of knowledge and networks. Make sure you use these fully to help you come to a well informed & realistic decision about your career.

4. 4 Stage Medical Career Planning
   - Early on in F1 it is advised that you carry out:
     - **STAGE 1: SELF ASSESSMENT**
     - **STAGE 2: CAREER EXPLORATION**
   - Visit the NHS Medical Careers website and look at the ROADS to Success for further information and how these steps will enhance your career prospects.

5. Maintaining Your ePortfolio
   - Start your ePortfolio from day one and keep up momentum. Completion is a sign-off requirement in F1 and F2, but a portfolio is often required at the specialty selection stage.
   - Tasters can give you an insight into specialities you might not rotate through in your F1 or F2.
   - Discuss your plans with your ES in the first instance and check the STFS website to see what taster opportunities are available in your Trust.
   - Use ePortfolio to reflect, plan your personal development and record any tasters you undertake.
   - Consider a ‘Plan B’ - (different specialty) Why not explore all the opportunities?

6. START OF F2
   - Decision Time & Plan Implementation
     - During your first Rotation F2 Applications will open (Nov-Dec)
     - Review STAGE 1 & STAGE 2 of the career planning model and undertake STAGE 3: DECISION MAKING and STAGE 4: PLAN IMPLEMENTATION.
     - Review the events calendar on Medical Careers website and attend those you feel are relevant.

7. Applications Open Early in F2
   - Educational Supervisor Meeting
     - Meet early in F2 with your ES to discuss your career plans and ePortfolio.
     - Explore all your options and consider a Plan B.
     - Review timelines for recruitment and ensure you plan time for completion of forms.
     - It is your career and your responsibility!

8. Applications
   - Different career pathways have different processes for applications.
   - Review the MMC website www.mmc.nhs.uk (Competition Ratios/Person Specifications can be found here) for the process that will be in place for you.
   - The application window is a relatively short period and will close before Christmas.
   - Take time with your application and submit it in good time. don’t leave it until the last minute.

9. Interviews & Selection Centres
   - Familiarise yourself with what is required for your interview.
   - Refamiliarise yourself with the person specification(s) for your specialty(ies).
   - Keep abreast of current affairs and hot topics in your specialty.
   - It is a good idea to practise your interview technique.

10. Beyond Foundation
    - STFS will put in all the support and educational opportunities that you will need to successfully move onto the next stage of your career.
    - Key to your success is taking responsibility for your career and using a process to help you come to a well informed and realistic decision.
Introduction

Welcome to STFS, and congratulations on moving to the next stage of your career. You’ll have many inductions, meetings and commitments as you settle into your new role. Be aware that you will be applying for GP/Academic/Specialty training posts early in F2. Time speeds by when you are busy and this card highlights some of the important things you should consider during foundation in order to successfully progress to the next stage of your career.

STFS Website
www.stfs.org.uk

Medical Careers Website
www.medicalcareers.nhs.uk

Take Home Messages

This card highlights a few of the many things you need to consider regarding your future career:

- Make the most of the opportunities that present themselves during foundation.
- Plan well for the next stage of your career using a structured approach.
- Review all the information that is available and make time to discuss your career in your ES meetings.
- Start developing networks within your multidisciplinary team.
- Be realistic about your plans and consider competition ratios, Plan B and interview practice.

You will be supported throughout foundation and you should be able to look forward to the next stage of your career – beyond foundation.
10 Career Planning Tips for New Foundation Doctors

1. Self Assessment
2. Career Exploration
3. Decision Making
4. Plan Implementation