

## 2025 ICM ST3 National Recruitment - Self-Assessment Matrix

**Please note:** Unless stated otherwise, all domains are measured as at the time of application

Domain	Descriptors	Scores
<b>1. Additional degrees &amp; qualifications</b>	I have <b>no</b> additional degrees or qualifications	<b>0</b>
	I have a <b>partially completed</b> postgraduate qualification, that has not been used for application eligibility (e.g. MRCP part 1 as non-physician)  <i>Note – Not including EDIC which is counted in Domain 8</i>	<b>1</b>
	I have a <b>full</b> postgraduate qualification, that has not been used for application eligibility (e.g. full MRCP for non-physician)  <i>Note – Not including EDIC which is counted in Domain 8</i>	<b>2</b>
	I have a Masters level degree e.g. MSc, MPhil or equivalent <b>in addition</b> to time spent and qualifications gained as part of my original medical degree  <i>Note - excluding qualifications scored in Domain 6 – Teaching skills or Domain 8 – Achievements specific to ICM training</i>	<b>3</b>
	I have a PhD or postgraduate MD (UK definition) - 2 years original research or equivalent <b>in addition</b> to time spent and qualifications gained as part of my original medical degree	<b>4</b>
<b>2. Additional achievements and prizes relevant to medicine</b>	I have <b>no</b> additional prizes or distinctions	<b>0</b>
	I have <b>one or more</b> poster prizes <b>OR</b> other undergraduate prizes	<b>1</b>
	I was awarded an overall <b>distinction / honours</b> in my original medical degree ( <i>within top 18% of cohort</i> )	<b>2</b>
	I have a prize or award at postgraduate level by a <b>regional</b> medical organisation	<b>3</b>
	I have a prize or award at postgraduate level by a <b>national or international</b> medical organisation	<b>4</b>
<b>3. Publications (excluding audit, and publication of posters)</b>	I have <b>no</b> publications or abstracts	<b>0</b>
	I have been <b>co-author</b> on one or more publications that are <b>NOT</b> PubMed-cited. This includes letters, e-publications, e-learning modules, case reports etc.	<b>1</b>

	I have been <b>first author</b> on one or more publications that are <b>NOT</b> PubMed-cited. This includes letters, e-publications, e-learning modules, case reports etc.	2
	I have been <b>co-author</b> on a commissioned chapter in a published medical book <b>OR</b> I have been <b>co-author</b> on a PubMed-cited publication	3
	I have been <b>first author</b> on a commissioned chapter in a published medical book <b>OR</b> I have been <b>first author</b> on a PubMed-cited publication	4
<b>4. Presentations (excluding teaching trainees/ students)</b>	I have <b>not</b> made any presentations or shown any posters	0
	I was <b>first or second author</b> on a poster <b>presented</b> at a <b>local or regional</b> medical meeting	1
	I was <b>first or second author</b> on a poster <b>displayed</b> at a <b>national or international</b> medical meeting	2
	I was <b>first or second author</b> on a poster <b>presented orally</b> at a <b>national or international</b> medical meeting – this includes side sessions, poster presentation sessions	3
	I have <b>presented orally</b> in the <b>main auditorium</b> at a <b>national or international</b> medical meeting	4
<b>5. Clinical audit and quality improvement projects</b>	I have <b>not</b> participated in any audit or quality improvement projects	0
	I have <b>participated in a completed</b> audit or quality improvement project (e.g., local data collection)	1
	I have <b>designed or led a completed</b> audit or quality improvement project	2
	I have <b>designed or led</b> an audit or quality improvement project which has resulted in a <b>demonstrable improvement</b> <b>OR</b> I have <b>led a regional</b> collaborative multi-centre project	3
	I have <b>led a national or international</b> collaborative multi-centre project	4
<b>6. Teaching skills</b>	I have <b>no</b> experience of delivering teaching and I have <b>no</b> training in teaching methods	0
	I have taught healthcare professionals or medical students <b>with evidence of formal, positive feedback</b>  <b>OR</b> I have attended a basic teaching methodology course	1
	I have provided <b>regular</b> teaching as part of a course for healthcare professionals or medical students with evidence of <b>formal/positive feedback</b>	2

	<p><b>OR</b> I have been certified as an instructor for a postgraduate medical course</p>	
	<p>I have <b>designed or led</b> a <b>regional</b> teaching programme consisting of <b>multiple</b> sessions with evidence of <b>formal, positive feedback</b></p> <p><b>OR</b> I have completed <b>over half</b> of a formal teaching qualification (e.g. PGCertEd)</p>	<b>3</b>
	<p>I have <b>designed or led</b> a <b>national or international</b> teaching programme consisting of <b>multiple</b> sessions with evidence of <b>formal, positive feedback</b></p> <p><b>OR</b> I have <b>completed</b> a formal higher teaching qualification (e.g. PGCertEd)</p>	<b>4</b>
<b>7. Progress through training and excellence</b>	<p>I do <b>not</b> have any educational supervisor reports which contain reference to performance that is excellent / at a high level / above the usual expected</p>	<b>0</b>
	<p>I have <b>one or more</b> educational supervisor reports which contain reference to performance that is excellent / at a high level / above the usual expected</p>	<b>2</b>
	<p>My educational supervisor reports cover <b>every</b> year of my training (UK and/or overseas) and <b>every</b> report contains a reference to performance that is excellent / at a high level / above the usual expected</p>	<b>4</b>
<b>8. Achievements specific to ICM training</b>	<p>I have <b>no</b> additional achievements specific to ICM training</p>	<b>0</b>
	<p>I have evidence of CPD of benefit to working in ICM e.g. regional or national ICM meetings</p>	<b>1</b>
	<p>I have <b>2 or more</b> ICM related courses (e.g. critical care transfer course)</p> <p><b>OR</b> I have <b>completed</b> a qualification in Point of Care Ultrasound</p>	<b>2</b>
	<p>I have <b>completed more than one</b> qualification in Point of Care Ultrasound</p> <p><b>OR</b> I have <b>completed</b> an <b>ICM specific</b> postgraduate qualification e.g. EDIC, ICM PgDip or PgCert</p>	<b>3</b>
	<p>I have an <b>ICM specific</b> Masters level degree or above e.g. MSc, MPhil or PhD, <b>in addition</b> to time spent and qualifications gained as part of my original medical degree</p> <p><b>OR</b> I have <b>completed</b> accreditation with The British Society of Echocardiography or equivalent</p>	<b>4</b>

<b>9. Leadership and management</b>	I do <b>not</b> have any leadership or management experience	<b>0</b>
	I have held a local or regional leadership or management role for <b>6 months or more</b> and I can demonstrate I made a <b>positive impact</b>	<b>2</b>
	I have held a <b>national or international</b> leadership or management role for <b>6 months or more</b> and I can demonstrate I made a <b>positive impact</b>	<b>4</b>