

2026 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
1. Additional degrees & qualifications	I have no additional degrees or qualifications	0
	I have a partially completed 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>	1
	I have a full 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>	2
	I have a Masters level degree e.g. MSc, MPhil or equivalent in addition 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>	3
	I have a PhD or postgraduate MD (UK definition) - 2 years original research or equivalent in addition to time spent and qualifications gained as part of my original medical degree	4
2. Additional achievements and prizes relevant to medicine	I have no additional prizes or distinctions	0
	I have one or more poster prizes OR other undergraduate prizes	1
	I was awarded an overall distinction / honours in my original medical degree (<i>within top 18% of cohort</i>)	2
	I have a prize or award at postgraduate level by a regional medical organisation	3
	I have a prize or award at postgraduate level by a national or international medical organisation	4
3. Publications (excluding audit, and publication of posters)	I have no publications or abstracts	0
	I have been co-author on one or more publications that are NOT PubMed-cited. This includes letters, e-publications, e-learning modules, case reports etc.	1

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

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

	OR I have completed accreditation with The British Society of Echocardiography or equivalent	
9. Leadership and management	I do not have any leadership or management experience	0
	I have held a local or regional leadership or management role for 6 months or more and I can demonstrate I made a positive impact	2
	I have held a national or international leadership or management role for 6 months or more and I can demonstrate I made a positive impact	4