



## FELLOWSHIP IN PAEDIATRIC ENDOCRINOLOGY







## Endocrinology and Diabetes Fellowship 2022-2024

The Society for Endocrinology, Metabolism and Diabetes of South Africa (SEMDSA) are inviting applications for a 2-year full time training Fellowship in Paediatric Endocrinology. The Fellowship is intended to provide an opportunity for comprehensive clinical training and research in Paediatric Endocrinology at an accredited South African University or South African HPCSA accredited Diabetes & Endocrinology training unit over 2 years. The successful applicant will have to complete the examination for the Sub-specialty Certificate in Paediatric Endocrinology and Metabolism of the College of Paediatricians of South Africa: Cert Endocrinology & Metabolism (SA) Paed of South Africa.

The value of the Fellowship is equivalent to the gross basic salary (excluding overtime) of a Medical Specialist - Grade 1 / Sub-speciality senior registrar (Currently R1 106 000 per annum equivalent to monthly salary R92 170).

### **The minimum qualifying requirements are that the applicant must:**

1. Be a South African citizen or a permanent South African resident preferably under 45 years of age.
2. Be qualified and have a valid registration certificate as a specialist in Paediatrics from the Health Professions Council of South Africa or show that you are registrable and will have complete registration by the 1 January 2023
3. Must Intend pursuing a career in Diabetes /Endocrinology within South Africa.
4. The successful candidate must give a written undertaking to work in an academic unit or satellite unit to an academic unit or work in South Africa for a minimum period of two years after completion of the Fellowship.

## **Applications must include the following:**

1. Completed application form
2. Certified copy of Identity Document
3. Certified copy of undergraduate and postgraduate qualifications.
4. Certified copy of Specialist registration certificate from the Health Professions Council of South Africa or provide proof that the registration process with the HPCSA is in progress.
5. Personal letter of motivation
6. Curriculum vitae.
7. List of publications / presentations
8. Name and contact details of 2 seniors in your current Department or Institutional who will act as your referees.
9. Preferred centre for training

All submitted documents must be TYPED and not handwritten.

**Please submit a complete set of electronic/digital documents via email to:**

joey@healthman.co.za

**Historically the following pharmaceutical companies have supported or have been interested in funding the SEMDSA Fellowship programme:**

Eli Lilly (SA), Novo Nordisk, Servier Laboratories, Bayer HealthCare, GlaxoSmithKline, MSD, Novartis, Roche Diagnostics, Sanofi-Aventis, Astra Zeneca, Boehringer Ingelheim, Janssen

## **Timelines**

***Applicant to Start at an accredited South African University once fellowship allocated.***

19 September 2022:

Latest date to print advertisement

17 October 2022:

Closing date for applications

7 November 2022: Selection process including interviews

(Where necessary) to be completed

November 2022: Applicants advised of outcome

## **The Selection Committee (SC)**

The SC will consist of Endocrinology Academic Heads of Department (HOD) from all accredited Endocrinology training units plus the Chairperson of SEMDSA (The Chair). Should the Chairperson of SEMDSA not be an Endocrinologist, or in the event the Chairperson of SEMDSA is also an HOD, or the Chairperson of SEMDSA is not available, then a nominated representative from the EXCO / or the Chair of the academic portfolio will serve as the replacement. In the event of a dispute or tie, the Chair will have the casting vote.

## **Recusal**

The HOD of a unit is NOT allowed to interview or score applicants from their own unit or university. They may provide referee reports or present more information about the applicant to the rest of the SC, but cannot score them.

## **Scoring the CV**

Each member of the selection committee will score each applicants CV based on standardised criteria (see appendix “Fellowship CV Score”).

These scores must be forwarded to the Chair within 1 week of receiving the applicant’s CV’s. The Chair will tabulate all the scores and communicate the results to the SC.

Should there be a clearly outstanding candidate based on the CV score the SC can decide to abandon the interview process and award the Fellowship to the outstanding candidate.

## **Interview**

Each member of the selection committee must prepare his/her own set of interview questions in advance (about 4 or 5 questions) and ask / score each potential candidate using the same set of questions, asked in exactly the same way.

If the candidates' scores after interviewing differ by <5% then the final choice should be based on equalising the geographical distribution of candidates (paediatric and adults considered separately). Consideration must be given to Employment Equity.

## **Maternity Leave, Extended Sick Leave, Unpaid Leave etc.**

This is not catered for by SEMDSA. SEMDSA's responsibility is to cover a maximum of 2 years of training time. Should a candidate take leave over and above what is normal (22 working days per annum), it will be the training unit's responsibility to ensure that the candidate is granted the required training time in order to complete the Certificate in Endocrinology and Metabolism.

## **Salary**

- The value of the Fellowship is equivalent to the gross basic salary (excluding overtime) of a Medical Specialist - Grade 1 \ Senior Registrar – year 1. Any adjustments granted to that grade of basic salary in the government sector during the course of the 2 year Fellowship will also be granted to the candidate.
- SEMDSA will not be responsible for any fees deducted by the University; the department where the candidate trains will have to handle this issue if it so desires.

- The money will be paid to the University where the successful candidate will train.
- It is the training unit's responsibility to facilitate overtime work for the candidate if the candidate wishes to work overtime.
- It is SEMDSA EXCOM's responsibility to obtain official proof of a Medical Specialist - Grade 1 / Senior Registrar salary prior to printing the advertisement.

### **Training and Research**

The Fellowship is specifically intended for training and research in Endocrinology. Fellows should not be used as part of the general labour force to make-up for lack of staff in the training unit's department. They are to be afforded adequate opportunity to perform research and will be required to present, at a minimum, a poster at the SEMDSA congress in their 2<sup>nd</sup> year of training.

### **Contract**

Each candidate must sign a contract which outlines the requirements in the advertisement. In addition, he/she must sign an acknowledgement that:

1. In the event that they fail to Complete the training period during the Fellowship tenure or complete the Sub-speciality Certificate in Endocrinology and Metabolism, that he/she will refund the full value of the Fellowship to SEMDSA.
2. No change in the institution may occur without prior consultation with and approval of the selection committee. Failure to comply will result in discontinuation of payments & liability for full repayment to SEMSDA.

3. All presentations and publications arising from work performed while the holder is supported by the Fellowship must contain an acknowledgement that the Fellowship was made available by SEMDSA in conjunction with various pharmaceutical companies.
  
4. The recipient will be required to provide a yearly written progress report on his/her training and research progress to SEMSDA. This must include a list of all related publications and abstracts presented at congresses. The completed work should be published, preferably as an article in a peer reviewed journal, within 2 years of the award being granted. Failure to honour these undertakings renders the research Fellow liable to repayment of half the total amount of the grant.



## Appendix: SEMDSA Fellowship CV Scoring Sheet

Candidate's name \_\_\_\_\_

1. Any awards/medals during undergraduate medical training school 
  - a. > 4 4 points
  - b. 3 3 points
  - c. 2 2 points
  - d. 1 1 point
  
2. Any medals for the FCP part 1 or part 2 
  - a. 3 3 points
  - b. 2 2 points
  - c. 1 1 point
  
3. Research degree (PhD, MSc, MPhil, etc) 
  - a. PhD 4 points
  - b. MD 3 points
  - c. MSc 2 points
  - d. MPhil 1 point
  
4. Actively involved in in a research project (must already be in progress) 
  - a. Yes 2 points
  - b. No 0 points
  
5. First-author publications (original research) in last 3 years 
  - a. > 4 4 points
  - b. 3 3 points
  - c. 2 2 points
  - d. 1 1 point
  
6. Any other publications 
  - a. > 4 2 points
  - b. 3 1,5 points
  - c. 2 1 points
  - d. 1 ½ point
  
7. Oral presentation at any international medical conference or SEMSDA congress 
  - a. Yes 4 points (international) 2 points (SEMDSA)
  - b. No 0 points

8. Poster presentation at any international medical conference or SEMDSA conference
- a. Yes                      2 point (international) 1 point (SEMDSA)  
b. No                        0 points

10. Report from 2 referees  
(Will require us to contact referee independently and ask the referee to score the candidate using a closed Assessment Form)  
(score each out of 10)

10. Personal motivation from candidate (max = 5)

TOTAL:

### SEMDSA FELLOWSHIP CV Scoring RULES

- a. Maximum points = 50
- b. The top 3 candidates with the most points will be invited for an interview.
- c. If all candidates have equal points based on their CV then:
  - Candidate/s from a previously disadvantaged background must be invited for an interview
    - *If still equal* then the candidate/s from an institution that has had the least number of fellows must be invited for an interview
    - *If still equal*, then the candidate with the highest points for research must be invited for an interview
    - *If still equal*, then the chairperson of SEMDSA (if chair is not an endocrinologist then an elected representative) selects the 2 candidates that will be invited for an interview