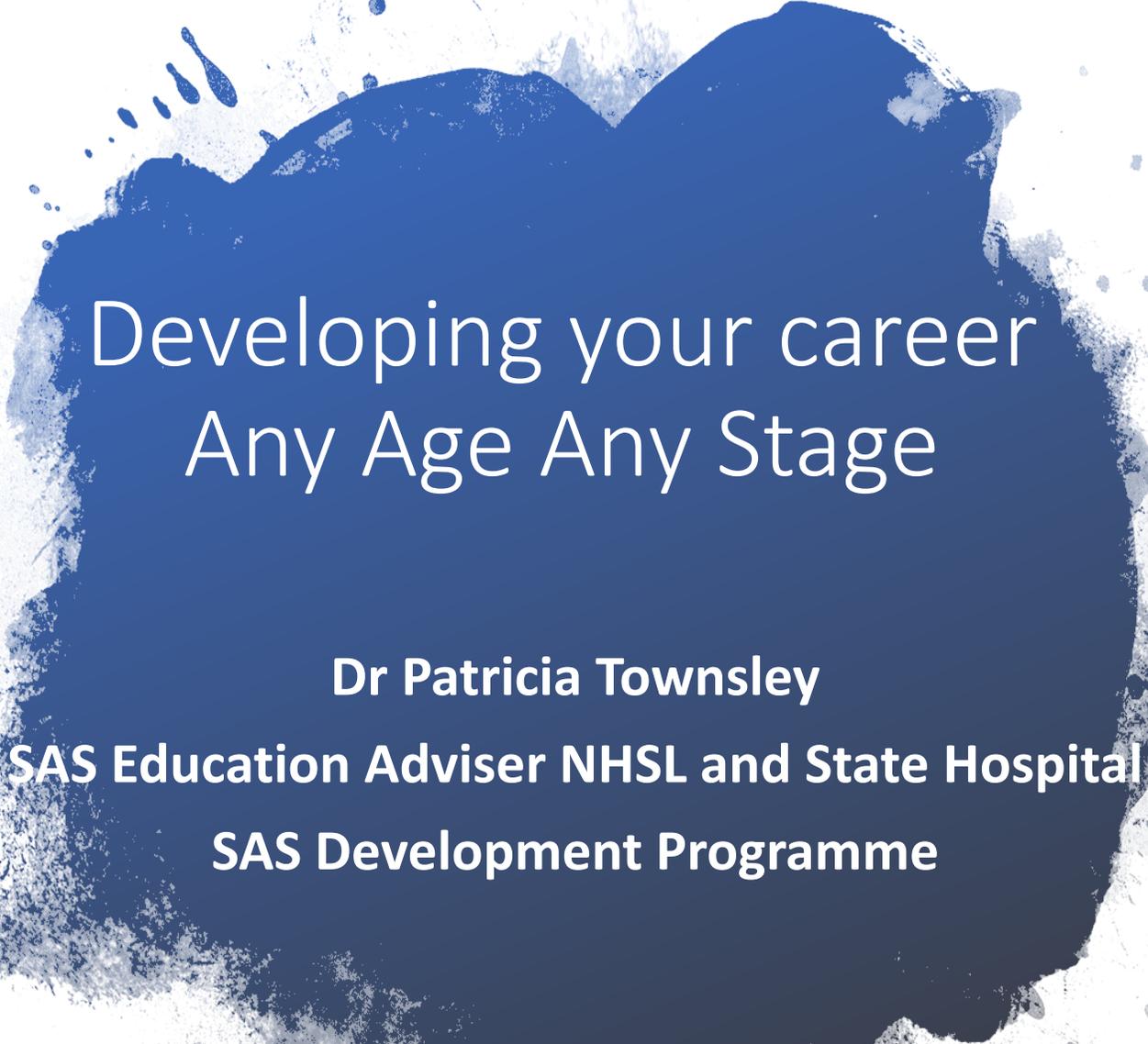


Developing SAS Careers

Friday 10th July 2020

Dr Lynne Meekison

Dr Patricia Townsley



Developing your career Any Age Any Stage

Dr Patricia Townsley

SAS Education Adviser NHSL and State Hospital

SAS Development Programme

What is a SAS Doctor/Dentist?

You have full registration with GMC/GDC

You have completed at least 4 years of full-time postgraduate training (or part time equivalent), at least 2 years of which is in a relevant specialty

You may have membership/fellowship

You may have postgraduate qualifications in your specialty or related relevant subjects

You may work in multidisciplinary teams, have an independent caseload, be involved in supervising and teaching colleagues

You are 20% of permanent senior medical staff workforce

What you have

You have skills

You have experience

You have a lot of value and
potential to develop

Exploring the possibilities

Obvious possibility
a course or
qualification/training
CESR

Ambitious possibility
developing/extending
a specific service or
role

Dream possibility
if all obstacles were
removed
your Dream Job

Pivot possibility
roles where you could
apply your existing
skills and strengths in
a new way

Exploring the possibility...
Do the work

What is most important to you?

The “Whats” and the “Whys”

Values Pros and cons of change Skills audit

Defining purpose

Look at MSF / compliments and feedback from others

Speak to colleagues/attend relevant meetings. Look for others with similar interests e.g cross specialty or professional groups

Exploring the possibility...
Do the work

Would this possibility lead to other interesting career possibilities to explore?

Update your CV

Contact SAS Education Adviser

Mentors, Allies and Networks

Mentors are people you learn from enabling you to develop and grow. Most are unofficial and during your career you will have several along the way

Allies can be others with the same interests, purpose or mission, or those who see your abilities and ideas from a different perspective

Networks are often a mixture of the above people with the addition of those with knowledge, skills or advice relevant to your current role, future ideas or personal development



Turning possibilities into opportunities

What does this possibility involve?

Are there gaps in your knowledge/skills or experience that you would need to fill?

Are there funding or other implications for what you want to pursue?

Have I discussed it with everyone I need to?

Asking for things

The art of negotiating

Asking for advice and help takes courage but most importantly practice and preparation

Start small, set context and work up to bigger discussions

Scheduling a time / making an appointment / using appraisal and job planning meetings

What to do if the answer is no

Useful Resources

SAS Development Programme
[SAS Development Programme](#)

SAS Charter
[SAS Charter Scotland](#)

Guidance for New SAS Doctors and Dentists
[Guidance for New SAS Doctors and Dentists](#)

BMA Terms and Conditions for SAS doctors
[BMA Advice on T&C's in Scotland](#)

Useful Resources

[Royal College Websites](#)

[GMC Guidance CPD](#)

[GMC Guidance CESR](#)

[GMC Welcome to UK Practice](#)

[GMC Guidance Welcomed and Valued](#)

Appraisal and Job Planning

Processes which you can use to highlight your interests, plans for development

This is protected time to curate your development ideas, see what's working well, what is not and where you want to go

Use these opportunities to discuss ideas and to refine them

Your appraiser is often not from your specialty/ directorate and an outside perspective can be helpful

SAS Development Programme

We are part of the NES Professional Learning and Development stream, we have access to a wider resource and can help put you in touch with others

Network of Education Advisers

SAS Development Fund

SAS Development Programme

Generic courses - Bookmark our [training calendar](#)!

Links and resources on a wide range of topics

Annual SAS Conference Keynote speakers, workshops,
poster presentations and an opportunity to network!
June 2021

Annual Report

SAS Development Fund

Not for CPD

Courses or experiential learning which may be CESR or non-CESR related

See examples on SAS webpages in the case studies and poster presentations section

The form looks complicated, but if you have done your research and planning it does make sense!

Contact your SAS Educational Adviser even if you have just the seed of an idea. We can help get you started on curating the necessary information and support

Finally....

The Road Not Taken

“I shall be telling this with a sigh
Somewhere ages and ages hence
Two roads diverged in a wood and I –
I took the one less travelled by,
And that has made all the difference”

Robert Frost 1874-1963

So ...

Take stock of where you are and where you want to go

Do your research... Know your mentors... Find your allies...
Build your network

Ask for advice and help... sometimes taking things forward can be
challenging and there may be setbacks

Use the opportunities that present

Don't wait to be ready... be good enough
Be patient: you don't have to do everything at once

SAS Development Programme: we are here to support you