

Recruitment Process: The Division of Plastic & Reconstructive Surgery

1. Application Stage

All applicants must apply online to be considered for the Division's Fellowship programs. Applications are typically due by the second week of September, and Fellowships commence at the beginning of July each year. Please note that observerships are not a requirement for candidates to be considered a successful applicant, as the Division would like to provide each applicant the equal opportunity to be considered for the Fellowship program. If you have any further questions please contact the Education Coordinator, Michael Perrino (michael.perrino@sickkids.ca).

2. File Review Stage

All individuals who have completed the online application will undergo a file review process. This entails reviewing your curriculum vitae (33%), letter of intent including prospects for future employment using the skills of the fellowship (33%) and reference letters (33%). All applications will be reviewed by the Faculty with the Division of Plastic surgery. All applicants will be reviewed in a completely transparent and equal manner.

Competitive applications with the following qualities will be prioritized for further consideration:

- Exposure to pediatric plastic surgery;
- Strong reference letters from pediatric specialists based on their direct observation of the applicant's performance in a clinical setting with responsibilities at least equivalent to a senior resident level;
- High academic standing and record of research accomplishments. Although academics are important qualifications that our Fellows should possess, exposure to pediatrics and strong references will be weighted greatly during this stage of the recruitment process.
- Future Employment – individuals with letters from hospital directors / administration /surgery department heads etc. confirming high likelihood of future employment is highly regarded in order to have individuals that will have a high likelihood of using the skills gained. This is not required but highly regarded.

3. Interview Stage

Selected candidates will be contacted for an interview with selected members within the Division (either in person or virtually via Zoom). Interviews will typically occur at the end of September or the beginning of October. The interview stage will assess the candidate's overall general fit with the Division (30%), academic achievement (20%), and reference letters (20%) and act as an opportunity to review the program recognizing that applicants come from many different training programs with different training models. The interview is also used to provide direct information about what the specific duties and expectations of the successful fellowship candidates are in terms of remuneration, on call activities, travel to meetings etc. Successful applicants should demonstrate the following:

- Strong communication skills, good extemporaneous thought-processing skills, strong interpersonal skills and suitable temperament;
- Superior academic and research accomplishments;
- Strong letters of reference