



NANYANG
TECHNOLOGICAL
UNIVERSITY
SINGAPORE

LEE KONG CHIAN SCHOOL OF
MEDICINE

NHG Health-LKCMedicine Clinician Scientist Preparatory Programme (CSPP) INFORMATION SHEET

1. INTRODUCTION

- 1.1. The NHG Health-LKCMedicine Clinician Scientist Preparatory Programme (CSPP) is a joint programme between NHG Health and Lee Kong Chian School of Medicine (LKCMedicine) that aims to provide clinicians with **an exposure to research in the early phase of their careers** through **research training** and **project experience**.
- 1.2. Awardees are required to complete the programme within two years.
- 1.3. For residents, the programme should be completed within the duration of their residency. Exceptions apply for those who are employed by NHG Health institutions post-residency exit. They are recommended to discuss with their Residency Programme Directors on the feasibility and recommended year to embark on CSPP, as well as how he/ she plans to complete the programme within residency.
- 1.4. The programme comprises of three components:
 - a) An award quantum of up to S\$20,000;
 - b) A comprehensive basic research training package; and
 - c) Mentorship.
- 1.5. Awardees will be offered access to LKCMedicine's library resources during the term of the award.

2. ELIGIBILITY

- 2.1. Applicants should be:
 - a) **Medical doctors** (i.e., clinically qualified with MD/MBBS/BDS) enrolled in the NHG Health Residency Programme; or with primary appointments as Associate Consultants at NHG Health institutions. Those without specialty training may apply if they are in clinical practice, excluding House Officers and Medical Officers.
 - OR
 - b) **Health science / healthcare professionals**¹ with non-medical degrees, such as nurses, pharmacists, optometrists and other allied health professions listed on [this website](https://talentdev.gri.nhg.com.sg/) in clinical

¹ Successful awardees will be funded by NHG Health only.

practice, with primary appointments at NHG Health institutions and at least 3 years of clinical or relevant experience. Others may contact the CSPP Secretariat for discussion on suitability of the programme. Applicants should have attained at least Bachelors (Hons)/ Masters with an Upper Second, preferably First class honours degree in a relevant field. Experience as first or co-author of research publications is preferred but not required.

- 2.2. All applicants should also fulfil the following criteria:
 - a) Is interested in research but have little or no research experience; and
 - b) Able to commit time to complete the required CSPP research training.
- 2.3. Applicants are recommended to commit an estimated 0.1FTE to complete their research project within the award period, with the approval from their Reporting Officer.
- 2.4. Interested clinicians are strongly encouraged to contact the CSPP Secretariat for discussion on suitability of the Programme prior to applying.
- 2.5. Applicants are required to seek endorsements for their applications from the following personnel where applicable:
 - a) Reporting Officer (RO);
 - b) Head of Department (HOD);
 - c) Director/Chief/Head of Family Group (applicable for health science / healthcare professionals only);
 - d) Director of Research (DOR); and
 - e) Residency Programme Director (applicable for Residents only).

3. FUNDING SUPPORT

- 3.1. Each awardee will receive an award quantum of up to S\$20,000².
- 3.2. Within this award quantum, S\$3,000 is ring-fenced for the fees of required courses under the CSPP Training Curriculum.
- 3.3. The remaining S\$17,000 may be utilised as project funding (in accordance to the CSPP Funding Guidelines) and as further top-up for required CSPP training course fees, if the awardee is unable to secure funding support for training from his/her department/institution.

² Awards for medical doctors will be co-funded by NHG Health and LKCMedicine, while awards for other healthcare professionals will be funded by NHG Health only.

4. TRAINING

- 4.1. Awardees are required to fulfil the training requirements based on the CSPP Curriculum (refer to Annex 3). The required modules (1 – 3 days each) must be completed within the tenure of the award.
- 4.2. Awardees are also required to ensure that they have met the minimum training requirements of NHG Health Domain Specific Review Board (DSRB) and/ or any other regulatory body (e.g., Health Sciences Authority (HSA)).

5. MENTORSHIP

- 5.1. Each applicant is required to nominate a mentor from NHG Health and a mentor from LKCMedicine (subject to approval by the review committee) to guide them in their research project. They should approach and discuss the details of the project with their nominated mentors.
- 5.2. The Review Panel will approve the choice of mentors based on the following eligibility requirements:
 - a) Is a clinician/ scientist; if scientist, additional requirement of a co-supervisor who is a clinician;
 - b) Has had experience as a Principal Investigator (PI) in a relevant area of research;
 - c) Has a strong foundation and knowledge in proper conduct of research; and
 - d) Has had experience in supervising or providing mentorship to junior investigators in their research work.

Nominated mentor(s) are recommended, but not limited to be (1) NMRC TA / CSA past or current recipient, (2) Director of Research, (3) CSCS past or current awardee or (4) [Academy of Clinician Scientists and Innovators \(ACSI\) Mentor](#). Applicants are encouraged to refer to Annex 1 on some guidance on how to engage with mentors effectively.

Applicants may contact the CSPP Secretariat if they require assistance in identifying appropriate mentor(s).

6. ASSESSMENT

- 6.1. Awardees must submit an Interim Report within 1 month from the mid-point of the CSPP funding period and a Final Report within 3 months from the end of the funding period.
- 6.2. Those with outstanding report(s) for grants/programmes administered or managed by NHG Health Group Research and Innovation (GRI) that is/are not submitted by the stipulated timeline, will not be eligible to submit new applications³ as Principal Investigator (PI) until such report(s) is/are submitted. This will exclude report(s) with extended submission timeline as acknowledged or accepted by the grant/programme Secretariat due to a valid consideration.
- 6.3. Awardees are required to present to the Review Panel at the mid-point and/or at the end of the CSPP award period.

7. APPLICATION PROCESS

- 7.1. Applicants are required to propose a research project and nominate a mentor from NHG Health and a mentor from LKCMedicine of his/ her choice. These must be detailed in the application form.
- 7.2. Applicants must comply with the requirements of NHG Health DSRB to be the PI of the proposed project.
- 7.3. Applicants are to note that the proposed project:
 - a) Must be a project with specific aims to be achieved within the award quantum;
 - b) Must be able to achieve the set objectives within the award term.Please refer to Annex 2 for general pointers on writing a good research proposal.
- 7.4. Applicants are required to submit all application documents **in softcopy** to the CSPP Secretariat at NHG Health GRI through their Institution's Clinical Research Unit / Clinical Research and Innovation Office (CRU/ CRIO):
 - a) **Application Form;**
 - b) **Applicant's Curriculum Vitae (CV);** and
 - c) **Mentors' CVs**
- 7.5. The Institution's CRU/ CRIO will set an **internal deadline** for the above submission and ensure that the documents reach the CSPP Secretariat by the stipulated deadline. Please check with

³ This refers to any new application for grant/programme administered or managed by NHG Health Group Research and Innovation (GRI), including the Centre for MedTech and Innovations (CMTi) HealthTech Grant, CMTi-National Health Innovation Centre (NHIC) Joint HealthTech Grant, NHG Health-LKCMedicine Clinician Scientist Preparatory Programme (CSPP), NHG Health-LKCMedicine Clinician Scientist Preparatory Programme Plus (CSPP+), NHG Health Clinician Scientist Fellowship (CSF), NHG Health-LKCMedicine Clinician Scientist Career Scheme (CSCS), NHG Health CMTi Clinician Innovator Preparatory Programme (CIPP), NHG Health CMTi Clinician Innovator Preparatory Programme Plus (CIPP+) and NHG Health CMTi Clinician Innovator Career Scheme (CICS).

your Institutions for the deadline. Applications submitted after the call closing date and time will not be considered.

- 7.6. Templates for the application documents can be downloaded from <https://talentdev.gri.nhg.com.sg/> from the opening date of the Call for Applications.
- 7.7. Shortlisted applicants may be required to conduct a presentation of his/her research proposal to the Review Panel after submission.
- 7.8. Ethics applications are to be submitted to NHG Health DSRB, relevant IRBs or other regulatory bodies for review after award recommendation, if not already done so. The CSPP Secretariat will coordinate with shortlisted applicants on these matters.
- 7.9. Please allow 6-8 months from the Call closing date for processing and review of applications.

8. APPLICATION EVALUATION CRITERIA

8.1. The applications will be reviewed based on the following criteria:

a) Potential of Applicant to be developed as a Clinician Scientist (CS)

The review will be based on the Applicant's Application Form, CV, and recommendations by:

- Nominated mentor(s)
- Reporting Officer
- Residency Programme Director (for Residents only).

b) Proposed Project

The review is based on the Application Form and related documents provided. The evaluation of the project will be based on the recommended review criteria stated below:

- Aims/ objectives/ hypotheses;
- Importance of the project and what is known about this area of research;
- Preliminary data, if applicable;
- Proposed research methodology;
- Project budget plan;
- Project team structure;
- Project timeline;
- Measurable/ trackable milestones; and
- Potential clinical impact and results.

c) Choice of Mentor(s)

The review will be based on the nominated Mentors' CVs.

9. CONTACT INFORMATION

For more information, please refer to <https://talentdev.gri.nhg.com.sg/> and/or contact the CSPP Secretariat:

Ms Christine Khoo

Clinician Scientist Development Office
Group Research and Innovation, NHG Health
Email: christine.khoo.ml@nhghealth.com.sg

Ms Syarafina Hasan

Clinician Scientist Development Office
Group Research and Innovation, NHG Health
Email: syarafina.hasan@nhghealth.com.sg

GUIDELINES FOR Healthy Mentor-Mentee Relationship



Active engagement

- **Proactive:** Takes initiative in scheduling meet-ups, proposing agendas, updating on progress, follow-up on action plans
- **Seek feedback:** Regularly asks for feedback and identify areas of improvements
- **Engage:** Contributes to discussions, share your thoughts and ideas and update your mentor about the progress of your work and challenges you encounter

Commitment to learning, personal and professional development

- **Stay informed:** Keep up-to-date about current research and innovation trends in your field and to engage meaningfully in discussions with your mentor.
- **Develop skills:** Develop relevant skills, including research techniques and data analysis, to make the most of your mentor's guidance.
- **Set goals:** Collaborate with your mentor to set clear, realistic goals for your projects and career path.
- **Seek opportunities:** Seek out learning and networking opportunities and share your experiences with your mentor for feedback.
- **Develop independence:** Show initiative in developing independence as a researcher or innovator, demonstrating your commitment to growth.



Pointers for Good Research Proposals

Good ideas are often undermined by poor proposal preparation. Take time to review and improve on your proposal. Each section of the research proposal should be tackled carefully and to the point, as evaluations are based on how well the guiding questions are answered.

Some general pointers in writing a good proposal are:

- Define the problem statement and build a compelling case for need upfront based on the research gap identified. State your aims and hypotheses clearly.
- Illustrate your understanding of the existing competition in the selected area of research, including an appraisal of current literature and any preliminary results where available.
- Elaborate on your statistical plan e.g. sample size calculation and substantiation.
- Avoid inflating the budget. Propose a realistic budget that can cater to the scope of proposed work to be accomplished. Where possible, leverage on existing equipment/facilities.
- Explain the impact of your research clearly and how you would achieve it. This should not be confused with output KPIs (e.g. no. of paper publications, no. of postdocs recruited etc.) Be specific and quantitative if possible on the research outcomes – e.g. a specific achievement, or a new concept etc.
- Explain how the proposed project would fit into institutional/ programmatic/ organisational research strategy, if applicable.
- Use clear, accessible language. Avoid insider jargon and acronyms. Use direct statement and an active voice.
- Root out inconsistencies in format, typos, misspellings, mislabelling of diagrams, grammar etc. Get another person to proof-read.

CSPP Training Curriculum

Type	Course Titles	Course Providers	Course Fees (incl. GST) Accurate as at time of print
Core Course	1. Human Biomedical Research (HBR) Essential Research Conduct Course	Office for Human Research Protection Programme (OHRPP)	No charge
	2. Good Clinical Practice (GCP) ² Course	Collaborative Institutional Training Initiative (CITI Program)	\$200.00 ⁵
	3. Research Preparatory and Study Design	NHG Health GRI	\$412.02
	4. Manuscript Writing and Poster Presentation		\$286.13
	5. Grant Writing and Management		\$526.47
	6. Essential Principles of Biostatistics (Medical Statistics) in Healthcare Research	TTSH Clinical Research & Innovation Office (CRIO) ⁴	\$327.00
	7. Introduction to Data Management and Analysis using Jamovi		\$490.50
Elective Course (Choose <u>one</u> course only) ³	1. Introduction to Information Literacy in Evidence Care	NHG Health GRI	\$572.25
	2. Questionnaire Design		\$618.03
	3. Prognostic Modelling		\$560.81
	4. CMTi Springboard Programme	NHG Health CMTi	\$599.50
	5. Statistical Modelling using Jamovi: Practical Applications	TTSH CRIO ⁴	\$490.50
	6. <i>Introduction to Health Services Research</i>	Health Services & Outcomes Research (HSOR)	To be advised by HSOR
	7. <i>Operations Research Appreciation</i>		
	8. <i>Data Analysis in HSR</i>		
	9. <i>Systematic Review, Health Technology Assessment and Health Economics</i>		
	10. <i>Evaluation of Health Programmes and Economic Evaluation</i>		

²Awardees are also required to be familiar with the Standard Operating Procedures (SOPs) for Proper Conduct of Research (PCR) as supplementary readings.

³Awardees may also propose other elective courses not listed in the table, with justification, and subject to approval.

⁴For biostatistics course(s) offered by TTSH CRIO, awardees could email tsh.CRIO.publication@nhghealth.com.sg for registration and latest course dates.

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⁵NHG Health researchers are recommended to complete [GCP for Clinical Trials with Investigational Drugs and Biologics \(ICH Focus\)](#). Awardees may access the course for free upon affiliation with “National Healthcare Group Pte Ltd” during course registration.

Elective Courses 6 to 10 are subject to availability by HSOR.

*Information is accurate as at time of print. Please refer to <https://talentdev.gri.nhg.com.sg/> for latest information.
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