



NHG-LKCMedicine Clinician-Scientist Career Scheme (CSCS) INFORMATION SHEET

1. INTRODUCTION

The Clinician-Scientist Career Scheme (CSCS) is a research manpower development programme jointly offered by NHG and Lee Kong Chian School of Medicine (LKCMedicine). It aims to develop research capabilities of clinicians to transform patient care through competitive research and enable them to **compete successfully for the National Medical Research Council (NMRC) Transition Award (TA)/Clinician Scientist Award (CSA) within the next 2-3 years** and further build his/her research career.

Components of the Scheme

1.1. Funding Support¹

- Project funding quantum up to S\$180,000, for up to 3 years; and
- Salary support of up to 0.4 FTE for up to 3 years, with an applicable annual salary cap by the applicant's clinical designation (Table 1).
 - NHG Host Institution will need to top up the difference if the awardee's salary exceeds the applicable annual salary cap.
 - Salary support will cover the total annual compensation, inclusive of salaries, CPF, fringe benefits, as well as bonus/incentive payments.

Table 1: Annual Salary Cap by Clinical Designation

Clinical Designation	Annual Salary Cap
Senior Consultant	S\$300,000
Consultant	S\$200,000
Associate Consultant	S\$150,000
Health Science/Healthcare Professional	S\$100,000

¹ Awards for medical doctors would be equally co-funded by NHG and LKCMedicine, while awards for health science/healthcare professionals would be funded by NHG only.

1.2. Mentorship

Each applicant is required to nominate a mentor from NHG and a mentor from LKC Medicine (subject to approval by the review committee) to guide them in their research career and project. The CSCS Secretariat may assist in the nomination and matching of appropriate mentor(s) where required.

The mentor should be an established clinician scientist or clinical scientist who:

- a) Is involved in research with significant impact on clinical care;
- b) Has had experience as Principal investigator (PI) in a relevant area of research;
- c) Has strong foundation and knowledge in research methodology and conduct;
- d) Has obtained intramural/extramural grant(s) during the past 5 years;
- e) Has an established research track record; and
- f) Has had experience in supervising or providing research mentorship to junior investigators or peers.

2. ELIGIBILITY

2.1. Applicants should be:

- a) **Doctors** (i.e. clinically qualified with MBBS/MD/BDS) with primary appointments of at least Associate Consultant at NHG institutions.

OR

- b) **Health science/healthcare professionals** with non-medical degrees, such as nurses, pharmacists and other allied health professions listed on [MOH's website](#) in clinical practice, with primary appointments at NHG institutions and have at least 7 years of clinical/research experience². Clinical post-graduate qualification would be an advantage.

2.2. All applicants should also fulfil the following criteria:

- a) Has a research PhD
- b) Has a good publication track record in peer-reviewed journals
- c) The CSCS research project should be relevant to the research themes of NHG and LKC Medicine (eligible applicants who do not meet this criteria may contact the CSCS Secretariat for further discussion on suitability of the scheme)

2.3. On an exceptional basis, an applicant without a PhD could be considered if he/she is committed to enrol into the LKC Medicine PhD programme during the CSCS award period.

2.4. As awardees are expected to apply to NMRC TA/CSA by the end of their CSCS award period, applicants should take note of the latest eligibility criteria for the respective national talent development scheme and ensure that he/she is able to meet them.

² A Job Grade of ≥ 15 is recommended but exceptional applicants could be considered on a case-by-case basis.

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- 2.5. Interested clinicians are strongly encouraged to contact the CSCS Secretariat for discussion on suitability of the Programme prior to submitting a Letter of Intent (LOI).
- 2.6. Applicants are required to seek endorsements for their applications from their Reporting Officer (RO), Head of Department (HOD), Director/Chief/Head of Family Group (applicable for nurses, pharmacists and other allied health professions listed on MOH's website only) and Director of Research (DOR).
- 2.7. The applicant's Department should be able to make provisions for the applicant's research commitments during the CSCS award period (if awarded), and continue to facilitate his/her career pathway as a clinician-scientist beyond the CSCS award.

3. REQUIREMENTS OF THE SCHEME

3.1. Key Performance Indicators (KPIs)

KPI	Details
Application to Extramural Awards	NMRC TA, followed by NMRC CSA ³
Publication(s) as First Author	To build up track record for NMRC TA/CSA
Attainment of Grant Monies	Intramural/Extramural
Implementation of Research Results into Clinical Practice, Health and Economic Outcomes	To be demonstrated through Interim/Final Reports

3.2. Assessment

Awardees are required to submit an Interim Progress Report and a Final Report within 1 month after the mid-point of award and 3 months from the end of funding period respectively.

Those with outstanding report(s) for grants/programmes administered or managed by NHG Group Research that is/are not submitted by the stipulated timeline, will not be eligible to submit new applications⁴ 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.

Awardees are required to present to the Clinician-Scientist Development Committee (CSDC) at the mid-point and at the end of the CSCS award period.

³ The CSCS award will be subject to revisions upon successful award of the NMRC TA/CSA, if any, within the award period. The CSCS requirement to present to CSDC at the interim and completion of award could also be waived.

⁴ This refers to any new application for grant/programme administered or managed by NHG Group Research, including the Centre for Medical Technologies and Innovations (CMTi) MedTech Grant, CMTi-National Health Innovation Centre (NHIC) Joint MedTech Grant, NHG-LKCMedicine Clinician Scientist Preparatory Programme (CSPP), NHG-LKCMedicine Clinician Scientist Preparatory Programme Plus (CSPP+), NHG-LKCMedicine Clinician Scientist Fellowship (CSF), NHG-LKCMedicine Clinician Scientist Career Scheme (CSCS), NHG CMTi Clinician Innovator Preparatory Programme (CiPP) and NHG CMTi Clinician Innovator Preparatory Programme Plus (CiPP+).

Continuation of funding is dependent on the CSDC's review of the progress based on presentations by the awardees. The CSCS Secretariat will coordinate with the awardees on these matters.

Awardees are required to report their research achievements up to 5 years after the end of the award period.

3.3. Training

Awardees are recommended to complete the training courses listed in Annex B. In addition, awardees are to ensure that they have met the minimum training requirements of NHG Domain Specific Review Board (DSRB) and/or other regulatory body (e.g. Health Sciences Authority).

4. APPLICATION PROCESS

- 4.1. Applicants are required to submit all application documents **in softcopy** to the CSCS Secretariat at NHG Group Research through their Institution's Clinical Research Unit (CRU)/Clinical Research and Innovation Office (CRIO).

Letter of Intent Submission:

- a) Letter of Intent (LOI); and
- b) Applicant's Curriculum Vitae (CV).

Full Application Submission:

- c) Application Form;
- d) Budget Breakdown Form;
- e) Other Supporting Documents (e.g. Academic Transcripts, etc.); and
- f) Research Team Members' and Mentors' CVs.

- 4.2. The Institution's CRU/CRIO will set respective internal deadlines for the above submissions. Please check with your institutions for these deadlines. The Institution's CRU/CRIO will ensure that the respective documents reach the CSCS Secretariat by the stipulated deadlines. Applications submitted after the call closing date and time will not be considered.
- 4.3. Templates for the application documents can be downloaded from the NHG Research Website (www.research.nhg.com.sg) from the opening date of the Call for Applications. Pointers to take note when drafting your research proposal can be found in Annex A.
- 4.4. Shortlisted applicants may be required to conduct a presentation of his/her research proposal to the CSDC after the submission of their applications.

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- 4.5. Ethics applications are to be submitted to NHG DSRB, relevant IRBs or other regulatory bodies for review after recommendation by the CSDC, if not already done so. The CSCS Secretariat will coordinate with shortlisted applicants on these matters.
- 4.6. Please allow 6-8 months from the closing date of application for processing and review of all applications.

5. APPLICATION EVALUATION CRITERIA

Applicants will be evaluated based on:

- a) Proposed Project's Aims, Methodologies, Budget and Significance of Outcomes (40%);
- b) Applicant's Level of Commitment (30%); and
- c) Applicant's Potential for Growth (30%).

6. CONTACT INFORMATION

For more information, please refer to the NHG Research Website (www.research.nhg.com.sg) and/or contact the CSCS Secretariat:

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Annex A

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.

Annex B

Curriculum for NHG-LKCMedicine CSCS

Recommended Courses:

- a) Grant Writing and Management Seminar
- b) Manuscript Writing and Poster Presentation
- c) Biostatistics Workshop
- d) Good Clinical Practice (GCP)
- e) Intellectual Property Seminar
- f) Project Management For Clinical Research Professionals

Other Courses to consider based on your Research Areas/Interests:

- a) Laboratory Techniques such as imaging, genomics, PCR etc.
- b) Animal Handling (RCULA)
- c) Bioengineering
- d) Research Data Management Tools

Other Competencies:

- a) Presentation Skills
- b) Mentorship Skills
- c) Leadership Skills

Supplementary Readings:

- a) Information on Human Biomedical Research Act (HBRA)
- b) Information on Research Ethics

Ref No.	Title of SOP
501-B05	Documentation
501-B06	Investigational Product Accountability
501-B07	Study Conduct – Monitoring
501-B08	Data Collection and Handling
501-B10	Handling Audits/Inspections
501-C01	Informed Consent Form and Process
501-C02	Subject Screening and Recruitment
501-C05	Unanticipated Problems Involving Risks to Subjects or Others and Expected Serious Adverse Event

Please find the SOPs at NHG Research Website at www.research.nhg.com.sg (Under Resources > Proper Conduct of Research SOPs & Templates).

Please contact the CSCS Secretariat should you have any queries.