

Selection Regulations

Surgical Education and Training in Vascular Surgery

2026 Intake

Note: Selection regulations are subject to change on an annual basis. It is important Applicants read these regulations in detail and not rely on previous versions. Incomplete or incorrect applications may result in ineligibility or failure to progress through the selection process.

1. INTRODUCTION

1.1 Definition of terms for the purpose of these Regulations

- a. **Applicant** means a person who has applied for the Surgical Education and Training (SET) Program in Vascular Surgery of the Royal Australasian College of Surgeons (RACS).
- b. **BOVS** means the Royal Australasian College of Surgeons Board of Vascular Surgery
- c. **ANZSVS** or **Society** means the Australian and New Zealand Society for Vascular Surgery.
- d. **Referee** refers to a person who evaluates the applicant's workplace competence.
- e. **SIMG** means a Specialist International Medical Graduate.

1.2 Purpose of these Regulations

- 1.2.1 These Regulations describe the principles, terms, and conditions of the selection process for the RACS SET Program in Vascular Surgery for the 2026 intake. This document is a public document.

1.3 Administration and Ownership

- 1.3.1 The RACS is the principal organisation accredited to conduct surgical education and training in Australia and Aotearoa New Zealand. The Board of Vascular Surgery undertakes the development, delivery, selection and administration of the SET Program as an agent of the RACS. The Board of Vascular Surgery is responsible for communicating with the RACS regarding training and education.

1.4 Objective of the SET Program

- 1.4.1 The overall objective of the SET Program is to produce competent independent specialist surgeons with the experience, knowledge, skills and attributes necessary to provide the communities, health systems and professions they serve with the highest standard of safe, ethical and comprehensive care and leadership.

2. PRINCIPLES UNDERPINNING THE SELECTION PROCESS

- 2.1 The aim of the selection process is to select the highest calibre trainees for the SET Program on the basis of merit through a fair, open, and accountable process with reference to social and workforce initiatives.

- 2.2 The selection process will be documented, transparent and objective with applicants having access to eligibility criteria, information on the selection process, general selection criteria and a reconsideration, review and appeals process.
- 2.3 The selection process will be subject to continuous review to ensure its continued validity and objectiveness.
- 2.4 The selection process will abide by the principles of the RACS regulation: [Registration and Selection to Surgical Education and Training](#).
- 2.5 The SET Program will be advertised to create awareness of opportunity for all eligible applicants.
- 2.6 The selection process will conform to the requirements agreed by the RACS Committee of Surgical Education and Training (CSET) and will meet the RACS's generic eligibility requirements.
- 2.7 The number of trainees selected in any year will depend on the number of suitable applicants and accredited SET 1 hospital training posts available.

3. SELECTION INITIATIVES AND SPECIAL MEASURES

3.1 Aboriginal and Torres Strait Islander Selection Initiative

- 3.1.1 RACS Council has approved the Aboriginal and Torres Strait Selection Initiative for the purpose of addressing the low participation rates of Aboriginal and/or Torres Strait Islanders in the SET Program.
- 3.1.2 The BOVS has implemented special measures which applies preferencing to the top ranked Aboriginal and/or Torres Strait Islander applicant who has satisfied the eligibility requirements, the minimum standards for all selection tools as detailed in these regulations and who is invited to interview.
- 3.1.3 The initiative will only apply where no Aboriginal and Torres Strait Islander applicant is included in round 1 offers.
- 3.1.4 Under this initiative the BOVS will make one (1) post available for the 2026 intake. The post is not in addition to the existing SET 1 posts available.
- 3.1.5 An applicant will be considered for the post if the following criteria are met:
 - a. The applicant has identified as Aboriginal or Torres Strait Islander in the registration process; and
 - b. has met the eligibility requirements for membership of Australian Indigenous Doctors' Association; and
 - c. has met the eligibility requirements and minimum standards for all selection tools as detailed in these regulations; and
 - d. has been invited to interview.

3.1.6 In the circumstance where more than one applicant meets the above criteria, the post will be allocated to the highest-ranking applicant.

3.2 **Undersubscribed workforce– Aotearoa New Zealand**

3.2.1 The BOVS has introduced special measures for the purpose of correcting geographical imbalances in the distribution and retention of the Aotearoa New Zealand vascular surgery workforce.

3.2.2 The special measures apply preferencing to the top ranked applicant from Aotearoa New Zealand, who has satisfied the eligibility requirements, minimum standards for all selection tools as detailed in these regulations and who is invited to interview.

3.2.3 The initiative will only apply where no Aotearoa New Zealand citizen or permanent resident is included in round 1 offers.

3.2.4 Under this initiative, the BOVS will make one (1) post available to an Aotearoa New Zealand citizen, or permanent resident for the 2026 intake. The post is not in addition to existing SET 1 posts available.

3.2.5 An applicant will be considered for the post if the following criteria are met:

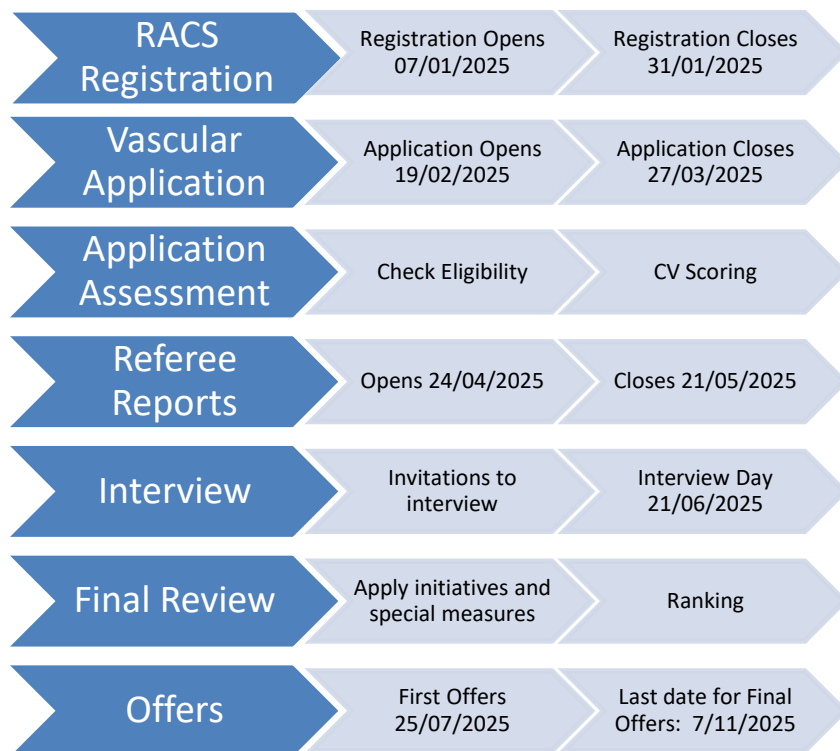
- a. The applicant has listed an Aotearoa New Zealand address in the selection application; and
- b. has provided confirmation of Aotearoa New Zealand citizenship or permanent residency (passport, VISA, letter from immigration department or statutory declaration); and
- c. has provided evidence they have worked in a clinical context within the Aotearoa New Zealand Health Sector for 3 out of the last 5 years; and
- d. has met the minimum eligibility requirement and minimum standards for all selection tools as detailed in these regulations; and
- e. the 1st State preference listed in the application must be Aotearoa New Zealand, and
- f. they have been invited to interview.

3.2.6 In the circumstance where more than one applicant meets the above criteria, the post will be allocated to the highest-ranking applicant.

3.2.7 Where an applicant is selected applying these special measures, there is an expectation the trainee will spend a significant proportion of training in Aotearoa New Zealand.

4. OVERVIEW OF THE SELECTION PROCESS

4.1 Stages of selection and key dates:



4.2 **Selection Tools:** The following selection tools are used. Where the tool contributes to the overall selection score, the weighting is outlined below:

Selection Tool	Weighting in overall score
Structured Curriculum Vitae	25%
Written Referee Reports	25%
Verbal Referee Reports	10%
Structured Interview	40%

4.3 **Selection Outcomes:** Only applicants who satisfy the eligibility, and application requirements in accordance with RACS policy and these Regulations will be considered in open competition for selection. Eligible applicants who progress through the selection process will be classified as:

- Successful** is an applicant who ranked high enough to be made a training position offer

- b. **Unsuccessful** is an applicant who is suitable for training but who does not rank high enough to be made an offer of a position.
- c. **Unsuitable** is an applicant who does not rank high enough to be offered an interview.
- d. **Ineligible** is an applicant who's interview score does not meet the minimum standard for selection.

4.4 Applicant's preferences will be considered in the allocation of available positions.

4.5 All applicants will be notified of the outcome in writing.

5. RACS REGISTRATION

5.1.1 Applicants who wish to apply for the SET Program in Vascular Surgery must first [register with RACS](#) in accordance with the RACS Regulation: [Registration and Selection to Surgical Education and Training](#).

5.1.2 Applicants must confirm for themselves they meet the minimum RACS generic and Vascular Surgery eligibility requirements before submitting their completed registration form.

5.1.3 Applicants must submit a completed registration form with the required supporting documentation and pay the registration fee by the registration closing date.

5.1.4 Applicants who are not registered cannot lodge an application to the SET program in Vascular Surgery.

6. APPLICATION TO THE SET PROGRAM

6.1 Vascular Surgery Selection Eligibility

6.1.1 In addition to the RACS generic eligibility criteria applicants must fulfil the following specialty specific eligibility criteria:

- a. Successful completion of RACS Generic Surgical Sciences Examination (GSSE) by date of application.
- b. Successful completion of the Clinical Examination by date of application.
- c. 8 weeks full time surgical rotation in General Surgery undertaken within the 7 years immediately prior to, and completed by, closing date of application.
- d. 16 weeks full time surgical rotation in Vascular surgery undertaken within the 7 years immediately prior to, and completed by, closing date of application.

6.1.2 No more than two rotations of at least four weeks can make up the minimum requirement in 6.1.1c or d.

- 6.1.3 Vascular rotations must have at least
- a. two (2) Fellows of RACS (FRACS) employed as a specialist surgeon; or
 - b. one (1) vocationally trained surgeon employed as a specialist surgeon who works at the hospital on a weekly basis and one (1) FRACS employed as a specialist surgeon.
- 6.1.4 Applicants may apply to the BOVS Chair in writing at vascular.selection@anzsvs.org.au for an extension to 6.1.1c and d for interruptions due to family leave or other personal circumstances, e.g. illness, research, or higher degree.
- 6.1.5 Rotations indicating leave cover, relief, or shift work will not meet the requirement of 6.1.1c or d.
- 6.1.6 Rotations indicating Private Assisting will not meet the requirement of 6.1.1c or d
- 6.1.7 Rotations in part time positions will count towards the requirements on a pro-rata basis of a full-time position. For example, working 19 hours per week for 8 weeks will calculate to 4 full time weeks.
- 6.1.8 Evidence must be provided for all rotations listed on the application, including the minimum eligibility rotations. All evidence must be submitted at the time of application, no further evidence will be accepted following the application submission.
- 6.1.9 Applicants who do not meet the vascular surgery eligibility criteria will not progress to the next stage of selection.
- 6.2 **Online Application**
- 6.2.1 Applications open at 12:00 AEDT on 19 February 2025 and must be submitted via the ANZSVS online application system at www.vascularsurgeryapplications.com.au. Applications will close at 12:00 AEDT on 27 March 2025. Late applications will not be accepted under any circumstances. An application is considered submitted once payment process is complete.
- 6.2.2 Applicants are responsible for ensuring that all necessary documentary evidence supporting an application is included in their application at the time of submission. Insufficient, incorrect or incomplete evidence will not be scored. No additional evidence will be accepted once an application has been submitted.
- 6.2.3 All evidence must comply with the Regulations and CV Scoring Guidelines for the current selection year. Evidence that was accepted in the past will not be accepted purely on the basis it was accepted previously.
- 6.2.4 Information collected as part of the application and during the selection process will be used to assess the applicant's suitability for the SET Program. Information may be disclosed to other parties or where required to do so by law. The BOVS may verify the information provided within the application with external institutions or individuals. By submitting their application, the applicant is consenting to the collection, use, disclosure and storage of the information by the

BOVS, RACS or its agents. Failure to provide the information requested by the BOVS will deem the applicant ineligible for selection and their application will be withdrawn.

6.2.5 By submitting their application, the applicant is consenting to members of the BOVS and other persons appointed by the BOVS Chair, in accordance with these Regulations, conducting the selection process and making decisions relating to their application and selection despite having made decisions previously that may be averse to the applicant. This includes decisions made during the current and previous selection processes and other training and assessment matters.

6.2.6 By submitting their application, applicants certify that the information provided is correct and in accordance with these Regulations. If it is discovered that the applicant has provided incorrect or misleading information the applicant may be withdrawn from the selection process and their application will not be considered further. This may occur at any point during the selection process.

6.3 **Maximum Attempts**

6.3.1 Applicants will be allowed a maximum of three attempts at selection into the SET Program in Vascular Surgery. Any application where the CV has been scored will count as an attempt. Applications submitted before 2021 will not count towards the maximum attempts.

6.3.2 Applicants who have reached the maximum number of attempts will be notified by email that they are deemed ineligible and will not be considered further in the application process. The application fee will be refunded.

7. **STRUCTURED CURRICULUM VITAE**

7.1 These regulations should be read in conjunction with the *Structured Curriculum Vitae Scoring Guidelines, Selection 2026 Intake, Surgical Education and Training in Vascular Surgery*.

7.2 The Structured CV (included in the online application form) captures an applicant's information on experience, other qualifications (degrees, Masters, PhD etc.), research, publications, presentations, skills courses and scientific meetings, teaching, professional development, and non-medical achievements.

7.3 All CVs will be scored by two BOVS members using a structured scoring system. The BOVS Chair, or nominated representative, will review any discrepancy in scoring which cannot be resolved between the scorers and will determine the final score.

7.4 The CV will be scored out of a maximum of 50 points. The components scored are:

- a. Surgical and Medical Experiences (maximum 6)
- b. Qualifications (maximum 4)
- c. Publications (maximum 8)
- d. Presentations (maximum 8)

- e. Teaching (maximum 2)
- f. Professional development (maximum 10)
- g. Achievement, Leadership and Management (maximum 5)
- h. Cultural Competence and Cultural Safety (maximum 3)
- i. Rural or Regional Residency, Training or Employment (maximum 4)

8. STRUCTURED REFEREE REPORTS

- 8.1 Confidential references are collected to obtain information about the workplace behaviour and personal attributes of the applicant. Both written and verbal referee reports will be collected.
- 8.2 The BOVS will collect one (1) verbal and four (4) written referee reports.
 - 8.2.1 The verbal referee report will consist of a 10 minute recorded videoconference meeting, assessed by two BOVS approved assessors.
 - 8.2.2 The written referee reports will be collected via a structured online form which will focus on the RACS competencies.
 - 8.2.3 The scores from the written and verbal referee reports will be combined with the structured CV scores, to shortlist applicants for interview.
- 8.3 Referee reporting closes on 21 May 2025. No additional referee reports will be accepted after this date.
- 8.4 **Nominating Referees**
 - 8.4.1 For each surgical rotation listed on the application, the applicant must provide at least one (1) and a maximum of three (3) supervising consultants who have had the greatest period of supervision.
 - 8.4.2 From this list, applicants must nominate a minimum of seven (7) and a maximum of ten (10) supervising consultants to act as referees:
 - a. Four (4) referees must be vascular surgical consultants (FRACS).
 - b. All other referees must be surgical consultants (FRACS) or vocationally registered surgical specialists.
 - 8.4.3 A RACS SIMG currently on a pathway to Fellowship cannot be nominated to act as a referee.
 - 8.4.4 If an applicant elects not to provide details for referees in accordance with these Regulations, or it is discovered that the applicant has provided incorrect or misleading information, the applicant may be withdrawn from the selection process and their application will not be considered further in the selection process.
 - 8.4.5 It is the applicant's responsibility to ensure all nominated referees:
 - a. are aware of the processes for written and verbal referee reports; and

- b. are aware their contact details have been included on the application; and
- c. have consented to being contacted for both written and verbal reports; and
- d. have a valid email address and mobile number.

8.4.6 The applicant must not make any attempt to canvas the referee's intended response.

8.5 Verbal Referee Reports

8.5.1 The BOVS will identify two (2) referees for the verbal referee report. Referees identified for the verbal reporting process will not be selected for written referee reporting.

8.5.2 If one referee is unable to provide a valid report because of scheduling issues or lack of observation, the second (alternate) referee will be contacted. If both referees are unable to provide a valid report, the applicant will be deemed unsuitable and will not progress further in the selection process.

8.5.3 A pro-forma referee report will be used. The report will have questions focused on the RACS competencies.

8.5.4 Advanced notification may be sent to the referees, including interview date, time and information regarding the areas to be explored during the discussion which will inform the referee report.

8.5.5 The assessor's individual scores will be combined and the weighting applied to give an overall score out of 10.

8.6 Written Referee Reports

8.6.1 The BOVS will select four (4) referees to be contacted for written referee reports as part of the selection process. The remaining referees will be considered alternative referees.

8.6.2 Reports completed by alternative referees may be used as part of the selection process if the BOVS has not obtained at least three (3) valid reports by 7 May 2025. Alternative referee reports will be used in order of their submission date.

8.6.3 If a referee has provided a response for less than 80% of the report, the report will be considered invalid.

8.6.4 Where the BOVS has not obtained at least three (3) valid written reports by 21 May 2025 the candidate will be deemed unsuitable and will not progress further in the selection process.

8.6.5 The percentage scores for the individual reports will be combined and the weighting applied to provide an overall score out of 25.

8.6.6 The written referee report is an online form which cannot be filled out manually. It is the applicants' responsibility to ensure referees are aware of the process.

9. SEMI-STRUCTURED VASCULAR SURGERY PANEL INTERVIEW

- 9.1 Interviews will be offered based on a ratio of three (3) applicants to one (1) available accredited SET 1 post (i.e. a ratio of 3:1). Applicants will be invited to interview based on ranked order of the combined written, verbal referee and CV scores. Applicants at the cut-off with identical ranked scores will be invited to interview.
- 9.2 All applicants will be notified 10 business days prior to interview. It is the applicants' responsibility to make the appropriate travel arrangements and to meet costs incurred in attending the interview.
- 9.3 Applicants must make themselves available at the scheduled interview time. Applicants' requests for a specific interview time will be considered if the applicant contacts the Executive Officer before the interview offers are sent out. Times will not be changed after offers have gone out. Applicants who do not present for the interview at the scheduled time will not be considered further in the selection process and their applications will be withdrawn.
- 9.4 The interview will be conducted by six (6) interview panels, consisting of two-three interviewers per panel. A community representative may be an interviewer. An observer may also be present.
- 9.5 The total time for each interview will be approximately sixty minutes. (10 minutes per panel)
- 9.6 Applicants will be asked the same question/s per panel. The follow-up probing questions will explore the breadth and depth of each applicant's experience and insight. These questions may vary based on applicant responses.
- 9.7 The interview will seek information on the RACS core competencies and the following attributes:
 - a. Ability to perform realistic self-assessment
 - b. Ability to contribute effectively as a member of a health care team
 - c. Ability to act ethically, responsibly and with honesty
 - d. Capacity for caring, concern and sensitivity to the needs of others
 - e. The ability to interact effectively with peers, mentors, members of the health care team, patients and their families
 - f. Ability to demonstrate Cultural Competence and Cultural Safety with respect to the healthcare of Aboriginal and Torres Strait Islander and Māori peoples, and people of Culturally and Linguistically Diverse (CALD) backgrounds.
 - g. Effective spoken communication/Preparation for Vascular training/Overall impression
- 9.8 Each panel member will score each applicant individually and the scores will be added to form the total points awarded.

10. MINIMUM STANDARD FOR SELECTION

- 10.1 Applicants who attend the semi-structured Vascular Surgery panel interview must achieve a weighted interview score of 25/40 or greater to meet the minimum standard for selection.
- 10.2 Applicants who attend the semi-structured Vascular Surgery panel interview and achieve a weighted interview score of less than 25/40 will be considered ineligible and not proceed further in the selection process.

11. FEEDBACK TO UNSUCCESSFUL APPLICANTS

- 11.1 Applicants who are unsuccessful in the selection process will be notified in writing that they have been deemed suitable for selection but have not ranked high enough to be offered a position.
- 11.2 Applicants will be given their overall interview score. More detailed feedback will not be provided.
- 11.3 Applicants will be given their overall referee score. Applicants will not be provided with individual scores from the written and verbal referee reports.
- 11.4 Applicants will be given an aggregate breakdown of individual sections of the CV. More detailed feedback will not be provided.
- 11.5 Applicants wanting to challenge a decision made in conjunction with these Regulations should refer to the RACS Reconsideration, Review and Appeals Regulation.

12. SUCCESSFUL APPLICANTS

- 12.1 Applicants who are successful in the selection process will be notified in writing of the following:
 - a. That they have been successful in the selection process and are being offered a position on the SET Program, including conditions associated with the offer.
 - b. A signed SET Trainee Agreement.
- 12.2 Acceptance of the offer to the SET Program will be conditional on the following:
 - a. Applicants must be prepared to be assigned to a training position anywhere in Australia and Aotearoa New Zealand throughout their SET Program.
 - b. RACS is not the employing body; applicants must also satisfy the employment requirements of the institution in which the allocated training position is located.
 - c. Agreement to abide by the SET Program and RACS Regulations at all times.
 - d. Acceptance of the SET Program offer prior to the communicated offer expiry due date.
- 12.3 Applicants who do not satisfy any of the above conditions, or who decline the offer, will automatically forfeit the offer.

- 12.4 Forfeited offers will be made available to the next highest scoring eligible applicant.
- 12.5 **Request for deferred commencement**
- 12.5.1 Applicants are asked on the SET application form to indicate their intention to defer commencement of training. An intention to defer is not considered as part of the application process but will assist with logistical arrangements when offers are being made.
- 12.5.2 Applicants who wish to defer the commencement of the SET program must formally apply to the BOVS at the time of acceptance, outlining reasons for their request and providing any supporting documentary evidence.
- 12.5.3 All requests will be considered but not necessarily granted. The BOVS will make their determination based on the reasons provided.
- 12.5.4 The BOVS may approve deferral of commencement for a fixed period of up to one (1) year.
- 12.5.5 If denied, applicants may either accept or decline the original offer.
- 12.5.6 An approved period of deferral does not preclude the applicant from being employed in a non-training clinical rotation.
- 12.5.7 Applicants are not permitted to apply for retrospective accreditation of clinical work undertaken during any period of deferral.
- 12.5.8 Applications for deferral are governed by RACS regulations: Trainee Registration and Variation and the Training Regulations Handbook for the SET Program in Vascular Surgery.

13. SELECTION PROCESS REVIEW

- 13.1 Applicants may be asked to complete evaluation form/survey as part of the selection process.
- 13.2 The selection process will be reviewed and feedback to the BOVS on potential improvements and other relevant information.
- 13.3 Long term data will be kept and monitored as part of the review process including completion rates, withdrawal rates, performance levels and dismissal rates.
- 13.4 New selection tools may be developed and piloted during the selection process. Any data collected will not be used in the current selection process but may be used to analyse and validate the tool piloted.

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