



**Medical Aid  
International**

Supporting Healthcare in Low Resource Environments

Biomedical Engineering Training  
Programme

**Student Selection Criteria**

## INTRODUCTION

Investing time, energy, and resources into developing Biomedical Engineering services is key to ensuring the long-term sustainability of healthcare projects. This vital area of infrastructure support should be developed strategically, using a holistic approach.

It is essential that as this process starts the correct people are identified at all levels, starting with the students who will undertake the online course. Below we have outlined Medical Aid International's thoughts as to how to approach the selection process, based on many years' experience in leadership; personal development; and education, teaching and consultancy.

## WHO IS SUITABLE?

Our current data clearly demonstrates the following:

1. Whilst a background in biomedical engineering, electrical maintenance, plumbing and car mechanics can clearly be an asset, it does not mean that someone without these qualifications or this experience will be any less successful after completing the course.
2. General "fixers/estates managers" can complete the course as quickly as a person with more qualifications and can be just as competent and effective afterwards. In our experience, people with this background have often acquired extensive knowledge through necessity; it is this already developed mindset and skillset that makes them such good students and potential engineers.

## PERSON CHARACTERISTICS

Our experience shows that the following are important characteristics of person specification, both in order to complete the course and also to go on to be effective engineers:

1. A good level of reading, writing and basic arithmetic.
2. Ideally experience in the healthcare sector; if they do not have this some pre-course familiarisation would be beneficial.
3. Passion and enthusiasm to make a difference.
4. A proactive, positive thinking, problem solving outlook with the ability to be a team player locally and nationally.
5. Has the potential to benefit from the communication aspect of the training.
6. Determination and tenacity.
7. The ability to organise themselves.

## THE APPLICATION PROCESS

Given that local protocols will apply, different methods may be better suited in each case; it is our suggestion that the selection process could involve some, or all, of the following:

1. An application form. Personal statements and CVs can be helpful but some of the candidates may be unused to this format, putting them at an unnecessary disadvantage.
2. Two references including one from the student's direct manager. Our suggestion would be these are both written and verbal.
3. An interview. We recommend the students give a presentation. We suggest this is not on a technical subject but on something that interests the student, and that they are comfortable talking about. This allows the interviewer to get a more in depth understanding of the candidate and their personality.
4. If it is possible, arrange to meet students informally in the workplace. This more relaxed environment gives the interviewer an opportunity to get to know each student more thoroughly.

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