

**A Guide to Academic Intern Track**

**Medical Intern Training in Ireland commencing**

**July 2026**

**(Campaign Ref: NRS14922)**

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**Academic Intern Track in Ireland Information for Applicants**

**What is the Academic Intern Track?**

Introduced in 2017, the Academic Intern Track provides a small number of interns with opportunities to undertake clinical research, gain experience in medical education, or enhance their leadership and management skills. The programme was created and developed by the Intern Network Executive, driven by TCD, in conjunction with the HSE’s National Doctors Training and Planning (NDTP) and in collaboration with key stakeholders. The NDTP fund the Academic Intern Track posts.

Essentially, as an intern on the Academic Intern Track you will gain the same clinical experience as other interns and receive the same Certificate of Experience, in addition you will:

* Have protected time within the working week during one three-month rotation to undertake a project relating to clinical research, medical education or healthcare leadership and management.
* Have an academic supervisor in addition to your clinical supervisors. The academic supervisor will provide you with guidance and support in carrying out your project.
* Have access to research seminars and workshops, and additional training and education.
* Have access to a research bursary for up to €2,000 to cover your research costs (e.g., bench fees).
* Be required to achieve the same competencies as all other interns, and you will need to complete the same mandatory elements of intern training as all other interns in addition to your academic goals.
* Participate in an end of programme national showcase event that highlights the various outputs from the Academic Intern Track programme.

**Why apply for the Academic Intern Track?**

If you have an interest in clinical research, medical education, or healthcare leadership and management then you should consider applying for the Academic Intern Track. You will be provided with unique opportunities, support and mentorship to help you develop your skills and undertake a substantial project in an area that is of interest to you.

If you would like to experience what life is like as an academic clinician, medical educator, or a leader in healthcare, then the Academic Intern Track will provide you with this opportunity and help you make informed career choices.

If you are focussed on a particular specialty and wish to undertake research in that area, participation in the Academic Intern Track will support you in doing so while still achieving the same clinical competencies as other interns.

**How many places are there on the Academic Intern Track?**

Currently there are **48** places on the Academic Intern Track, **eight** in each network.

**What happens next?**

The application window for Academic Intern Track opens on 17th October 2025 and closes 5pm 16th January 2026

The application process for the Academic Intern Track will require significant time and preparation above and beyond what is required for the standard internship programme. Therefore, you are advised to apply for the Academic Intern Track only if you fully intend on accepting a place if it is offered.

**What will I need to submit?**

The application process for the Academic Intern Track will require time and preparation above and beyond what is required for the standard internship programme. Therefore, you are advised to apply for the Academic Intern Track only if you fully intend accepting a place if it is offered, and use the time between now and the submission date to develop the following information:

1. Details of your experience relevant to the Academic Intern Track including the following:

* Experience and skills gained in audit, research and/or clinical projects (Max 350 words and max of 30 points)
* Publications (no word limit and max of 15 points)
* Presentations at national or international conferences (no word limit and max of 15 points)
* Teaching/peer mentoring experience (Max 150 words and max of 10 points)
* Any academic distinctions, merits or awards (Max 350 words and max of 30 points)
* Electives you have undertaken (Max of 350 words and max of 5 points)
* Exam results (Upload a copy of your transcripts to date for your current medical degree course. Max 60 points)
* Additional 3rd level qualifications, if any (Upload a copy of your PhD, Intercalated Masters/Master’s degree, Undergraduate degree. Max 15 points awarded)

1. Details of Research Project. A proposal for a research project you would like to undertake during the academic track including the following information:

* A brief background and context to your project (Max 200 words and a max 15 points)
* A brief description of the project (Max 300 words for a max of 30 points)
* Description of your suggested methodology and how you would achieve a substantial portion of the work in the designated 12-week timeframe (Max 300 words for a max of 15 points)
* Proposed outcomes and potential impact of the research project (max 200 words for a max 15 points)
* Feasibility of the study (Max 300 words for a max of 30 marks overall – 18 towards feasibility and 12 for transferability)
* Please highlight aspects of your project relating to sustainability, planetary health and/or global health.  How might your project’s impact advance one or more of the UN’s Sustainable Development Goals?  [**https://sdgs.un.org/goals**](https://scanner.topsec.com/?d=2120&r=show&u=https%3A%2F%2Fsdgs.un.org%2Fgoals&t=1897ba0ab29eb41fb57556eb8a964171e5e916a3). (Max 200 words for a max 15 points)

1. You may nominate a potential project supervisor although it is not necessary at this stage. Please note that your proposed supervisor should be a consultant or equivalent with an academic background and/or supervision experience.
2. Referee who can attest to your capacity to undertake the Academic Intern Track (reference letter not required). Please ensure you seek the referee’s permission in advance of providing their name – letter of reference not necessary. Your proposed supervisor and referee do not need to be the same person.

**Shortlisting Banding**

We will band applicants for shortlisting based on the following criteria (this may be subject to change):

* The applicant is a CAO entry student or a non-CAO entry student to Medical School.
* The applicant is an EEA national, a non-EEA national who does not require an employment permit to work in Ireland, or a non-EEA national who does require an employment permit.
* A non-EEA applicant has submitted evidence of permission to work in the State. If they have not, but they hold permission to study a full-time course listed on the official Interim List of Eligible Programmes (ILEP) in Ireland (that is, possess a Stamp 2 IRP), we will rank them above those who do not have such permission.

**Band A**

We will place applicants in Band A if they meet any of the following criteria:

* They are a CAO entry student.
* They are an EEA national or a non-EEA national who does not require an employment permit to work in Ireland.
* They are a non-EEA national who has not submitted evidence of permission to work in the State but holds permission to study a full-time course on the ILEP (i.e. possess a Stamp 2 IRP).

We will automatically consider eligible Academic Intern Track applications from Band A for shortlisting.

**Band B**

We will place applicants in Band B if they are:

* Non-EEA nationals who require an employment permit to work in Ireland and do not have permission to study a full-time course on the ILEP.

We will consider eligible Academic Intern Track applications from Band B for shortlisting only if we do not receive a sufficient number of shortlisted applications from Band A.

**Post Preference & Intern Network Selection**

When invited to do so, you must select from all **48** posts preferences in when invited to do so and indicate a post preference (e.g., Academic 012). If you do not list all **48** posts but are successful at interview, you may not receive an offer if your preferred posts have already been allocated.

You must then select from the **6** networks. If you do not list all **6** networks but are successful at interview, you may not receive an offer if posts in your preferred networks have already been allocated.

**How are Academic Intern Track Posts allocated?**

If you are shortlisted by the Academic Intern Track Recruitment Team, you will be contacted by them and invited to attend for an interview. If you are successful at interview, you will be ranked in order of merit based on a number of factors, including:

* Whether you are a CAO entry student / non-CAO entry student to Medical School, as this will affect the order in which your application is considered in this allocation process
* Whether you are an EEA national / non-EEA national who does not require an employment permit to work in Ireland / non-EEA national requiring an employment permit to work in Ireland, as this will affect the order in which your application is considered in this allocation process
* Non-EEA nationals who have not submitted evidence of permission to work in the State with their application but have permission to study a full-time course on the official Interim List of Eligible Programmes (ILEP) for a specified period in Ireland (i.e. are in possession of a Stamp 2 IRP) will be ranked above those who do not have permission to study a full-time course on the official Interim List of Eligible Programmes (ILEP) for a specified period in Ireland.
* The number of Academic Intern Track posts available.

In practice, this means that applicants for Academic Intern Track posts who accepted a place in an Irish medical school through a CAO offer will be allocated to Academic Intern Track posts ahead of applicants who accepted an Irish medical school place directly from the medical school, and, applicants who will not require a permit to work in Ireland will be allocated to posts ahead of applicants who will require a permit to work in Ireland. Applicants from Non Irish Medical Schools may express an interest in Academic Intern Track Posts.

If successful, you will receive a **conditional offer of an Academic Intern Track post**. This offer is dependent on your eligibility after Post Preference Selection Stage of the HSE NRS intern application process and passing your final year exams. If allocated to an Academic Intern Track post, successful completion of all necessary pre-employment checks by the individual employer.

Once you have accepted an Academic Intern Track post, you will not be offered another intern post. If you are unsuccessful or decline the offer of an Academic Intern Track post, you will remain in the overall Intern match process conducted by NRS and the post preferences you have indicated at Post Preference Selection Stage will be applied to you.

**What about centiles?**

Recruitment for the Academic Intern Track posts will take place **before** final year exams and therefore your centile will not be considered as part of the allocation process.

**Why is there a separate allocation / match process?**

Successful applicants will be notified by the Academic Intern Track Recruitment Team of their allocation to the Academic Intern Track **before** final year exams commence. This will provide time to contact and meet with your academic supervisor, agree upon a project and undertake any relevant preparatory work. We strongly advise that Academic Intern Track candidates make the best use of this extra notice before commencing internship to prepare for what will undoubtedly be an exciting and challenging experience.

**Timelines**

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| **Description** | **Time Date** |
| Eligible academic track applicants, who expressed an interest in an Academic Track post are invited to submit required paperwork | **Friday 17th October 2025** |
| Closing date for receipt of online application | **5pm Friday 16th January 2026** |
| Shortlisting of applicants commences | **Week commencing 19th January 2026** |
| Online Interviews | **March 2026** |
| Interview Results and notification of Round 1 offers | **March 2026** |
| Accept or decline offer | **March 2026** |
| Notification of Round 2 offers, if applicable | **March 2026** |

***Applicants who apply for Academic Intern Track posts must also submit the Post Preference Selection online form when invited to do so.***

**Privacy Statement**

**1. Purpose**

The Health Service Executive (HSE) must comply with the Data Protection Acts 1988-2018 and the General Data Protection Regulations (GDPR). We respect your right to privacy and to the protection of your personal information. The purpose of this privacy notice is to explain how we collect and use personal information for the provision of our services and the day-to-day running of the HSE.

**2. The information we process**

Please note that information contained in your online application and the form itself may be passed to Intern Training Networks, Medical Schools, the Medical Council of Ireland, the National Doctors Training and Planning (HSE NDTP), MIU, Intern Network Executive, CPL Healthcare/Servisource and to prospective employing authorities, including non-HSE employing authorities (such as voluntary hospitals) and academic and clinical professionals for recruitment purposes only.

NRS is committed to protecting your privacy and takes the security of your information very seriously. NRS aims to be clear and transparent about the information we collect about you and how we use that information. For more information on the HSE Privacy Policy, please refer to <https://www.hse.ie/eng/gdpr>

# How National Recruitment Service will contact you

Please note that the National Recruitment Service will contact you by methods such as email, phone, SMS, or by post, therefore it is most important that all your contact details are included on your application form.

It is your responsibility to ensure you have access to your emails. If you choose to use your medical school/work email address you may receive communications that have a time deadline requirement while you may be working away or on leave. We recommend you use a personal email address to which you have regular access.

We recommend that you check your spam folder(s) regularly and ensure that your mailbox is not full.

To reduce the possibility of emails from the NRS team being directed to spam we recommend that you add the HSE Domain to your WHITELIST or safe senders list in your email domain. Due to the number of domain providers, we are unable to provide a single instruction on this, so we recommend that you research this for your particular domain.

## **Information on Review/Appeals Procedure**

Appointments in the HSE are made under a recruitment license and are subject to the Code of Practice established by the Commission for Public Service Appointments (CPSA).  Full details in relation to the Code of Practice and review and complaints procedures are available on the CPSA Website **(**[**www.cpsa.ie**](http://www.cpsa.ie)).

**Section 7**

If a candidate is unhappy with a decision made at any stage while a selection process is ongoing, or believes that it was made on incorrect information or that documented procedure was not followed, they can request a review under Section 7 of the Code.  The decision may be reversed if it is found to have been incorrect, to have been based on incorrect information or as a result of documented procedure not being followed.

**OR**

**Section 8**

If a candidate believes there has been a breach of the Code of Practice and the selection process followed was, in itself, unfair they can make a complaint under Section 8 of the Code.

A candidate can submit a request for a review of a decision under Section 7 of the Code or a complaint about the process under Section 8 of the Code **but not both.**

**How to submit a request for a review or complaint**

In order for the National Recruitment Service to deal with your request you will need to do the following before submitting a request:

1. Identify which procedure is appropriate to your particular circumstance (Section 7 or Section 8)
2. Advise if you wish to avail of an informal or formal review.
3. Clearly outline how the selection process was unfair or has been applied unfairly to you.  Requests for a review or submission of a complaint without providing any facts or grounds to support the request will result in the NRS being unable to examine the matter.

It is recommended that candidates should pursue an informal review/complaint in the first instance.  However, should a candidate not wish to engage in the informal review/complaint process, they can proceed directly to the formal process.

The process for submitting a request for a review or a complaint is as follows:

**Informal Review/Complaint**

Request must be submitted by email to [applyintern@hse.ie](mailto:applyintern@hse.ie) within **5 working days** of receipt of a decision.

**Formal Review/Complaint**

Request must be submitted by email to [applyintern@hse.ie](mailto:applyintern@hse.ie) within **5 working days** of receipt of a decision.