

Competency Profile





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Introduction

The field of surgery is constantly developing. Medical professionals and their organisations strive to improve treatment options, thereby decreasing serious adverse events and increasing the quality of life for patients. This is especially the case in patients with rare diseases.

Although new surgical techniques for rare diseases are being developed in centres of expertise, dissemination of these techniques to other centres throughout Europe (and the rest of the world) is lacking.^{1,2}

This TEACHER project focuses on the rare disease **Esophageal Atresia** (EA) and tracheal malformations in newborns, and aims to disseminate knowledge and technical skills.

The majority of the literature on EA focusses on outcomes of the different practised treatments.^{3,4} Publications on new surgical techniques or quality standards are, however, limited.⁵

The TEACHER project aims to build a large strategic network of medical centres, through an educational programme, in which innovative techniques, knowledge and skills can be shared to benefit patients and their families. The TEACHER partnership consists of four medical centres from Italy, Sweden, the United Kingdom and The Netherlands, and two Dutch partners. These are Ospedale Pediatrico Bambino Gesù (Italy), University College London (England), Karolinska UniversitetsSjukhus (Sweden) and University Medical Center Utrecht (The Netherlands). The medical centres have expertise in the field of EA and tracheal malformations. The two partners, Elevate Academy and Incision, have expertise in online education.

The three main objectives of the TEACHER programme have been formulated as:

1. Defining a competency profile for paediatric surgeons who treat paediatric surgical EA and tracheal malformations





- 2. Developing an online training programme for junior paediatric surgeons
- 3. Developing a blended teach-the-teacher programme for senior paediatric surgeons.

The competency profile is a framework for the further design and development of the training programme. This document contains some background information, a rationale on the competency profile, the competency framework, and a summary of the competency profile.

Background information

As mentioned above, there is a need for quality standards. This was also concluded during a consensus meeting organised by the European Reference Network for Rare Inherited and Congenital (digestive and gastrointestinal) Anomalies (ERNICA). ERNICA has developed guidelines with recommendations on the management of patients with EA.⁵

EA requires multidisciplinary treatment pre-, peri- and postoperatively. The multidisciplinary team (MDT) consists of a paediatric surgeon, a paediatrician, a paediatric pulmonologist, a paediatric otorhinolaryngologist, a paediatric gastroenterologist, a neonatologist, a clinical geneticist, a dietician, a speech and language therapist, a physiotherapist, a psychologist, a social worker and, other specialists, depending on whether other congenital abnormalities are found. The procedure can take place in a paediatric surgical centre equipped with thoracoscopic instruments, and equipment for brain monitoring.^{6,7,8}

The competency profile describes the technical and personal competencies needed for a paediatric surgeon who treats EA. It involves pre-operative, operative and post-operative care. The development of this competency profile is the first step to a framework for the training programme.





The Competency Profile

Development and rationale

The competences in the profile were partly based on the comprehensive paediatric surgery competencies, developed by The Royal College of Physicians and Surgeons of Canada (2021). The Royal College used the CanMEDS roles as a foundation for the competences. CanMEDS is a competency framework that describes the skills and qualities physicians require to meet the healthcare needs of the patient. There are seven CanMEDS roles. These include the medical expert, the communicator, the collaborator, the leader, the health advocate, the scholar and the professional (table 1).

Work sessions were planned between the different partners from Italy, England, Sweden, and The Netherlands, to comprise a list of competences. Then, questionnaires were sent to all partners concerning treatment of EA in medical expertise centres (see p. 7). Subsequently, the framework was incorporated to fit the competency profile of a paediatric surgeon on surgical EA and tracheal malformations, in cooperation with the University Medical Center Utrecht.

Table 1. Description of the different CanMEDS roles by the Royal College

CanMEDS role	Description
Medical expert	Medical expert is the central role in the framework. It defines the clinical scope of practice of the surgeon.
Communicator	As a communicator, a surgeon forms a relationship with patients and their families and shares information with them for effective health care.
Collaborator	As a collaborator, a surgeon collaborates effectively with other healthcare professionals to optimise health care.
Leader	As a leader, a surgeon takes responsibility for patient care. A surgeon also works with others to contribute to a vision of high -quality healthcare.
Health advocate	As a health advocate, a surgeon works with those he serves to understand the needs and perhaps speak on behalf of others when needed.





Scholar	As a scholar, a surgeon tries to learn continuously, teaches others, evaluat es evidence and contributes to scholarship.
Professional	As a professional, a surgeon is committed to the well -being and health of patients.

Adapted CanMEDS roles

The six CanMEDS roles that apply to the competences of a paediatric surgeon treating Esophageal Atresia (EA) and tracheal malformations in newborns are described below (table 2).

Table 2. Adapted CanMEDS roles for paediatric surgeon treating EA

CanMEDS role	Description
Medical expert	Medical expert is the central role in the framework. It defines the clinical scope of practice of the medical specialist (i.e. paediatric surgeon).
Communicator	A surgeon forms a relationship with patients and their families and shares information with them for effective health care.
Collaborator	A surgeon collaborates effectively with other healthcare professionals to optimise health care.
Leader	A surgeon takes responsibility for patient care. A surgeon also works with others to contribute to a vision of high-quality healthcare.
Scholar	A surgeon tries to gain, teach, and disseminate evidence-based medicine and knowledge.
Professional	A surgeon is committed to applying best practices and adheres to





	a high ethical standard
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Questionnaires

The questionnaire seen below was sent to all medical centres, to define what treatment of EA looks like in a medical expertise centre.

Medical expertise questionnaire:

- Pre-operative:
 - o How many cases of EA do you treat per year?
 - o Who needs to be part of the MDT?
- Peri-operative:
 - o Brain monitoring: yes or no?
 - o Conversion: when?
 - o Other remarks?
- Post-operative:
 - o Follow up with MDT: who and when?
 - o What kind of complications from treatment do you see?

During multiplier events, we will ask junior surgeons from other surgical centres to fill in this questionnaire, to establish how and if treatment of EA is executed in other centres.





Competency Profile

For Esophageal Atresia and Tracheal Malformations

Medical expert	
With regard to this specific procedure the Paediatric Surgeon is able to:	
within their defined particle and 1. expertise of EA retreatment	.1. Demonstrate a commitment to high-quality care of their atients .2. Apply knowledge of the clinical and biomedical sciences elevant to surgery of esophageal atresia 1.2.1. Anatomy, physiology, embryology, and athology of the following: 1.2.1.1. Head and neck - Branchial arches and clefts and their remnants - Salivary glands - Lymph nodes - Thyroid gland - Parathyroid glands - Blood vessels and lymphatics 1.2.1.2. Thorax - Major airways - Lungs - Pleura - Chest wall and diaphragm - Mediastinum 1.2.1.3. Gastrointestinal (GI) tract





- Esophagus
- Stomach
- Duodenum
- Small bowel
- Anorectum
- 1.2.1.4. Genitourinary and gynecologic systems
 - Kidneys and ureters
 - Bladder
- 1.2.1.6. Skin and soft tissue
- 1.2.1.7. Musculoskeletal system
- 1.2.2. Principles of the assessment, investigation, and management of conditions affecting the following:
 - 1.2.2.1. Head and neck
 - 1.2.2.2. Thorax
 - 1.2.2.3. GI tract
 - 1.2.2.4. Genitourinary system
 - 1.2.2.5. Musculoskeletal system
- 1.2.3. Principles of nutritional assessment and support
- 1.2.3.1. Normal nutritional requirements, including calories, carbohydrate, fat, protein, minerals, vitamins, and trace elements
 - 1.2.3.2. Nutritional assessment
 - 1.2.3.3. Enteral and parenteral nutrition
 - 1.2.3.4. Disorders of nutrition, including short bowel syndrome and refeeding syndrome
 - 1.2.4. Principles of antenatal and neonatal care
- 1.2.4.1. Antenatally diagnosed conditions relevant to esophageal atresia
- 1.2.4.2. Normal newborn physiology and postnatal adaptations, including:





- Thermoregulation
- Cardiorespiratory, hepatic, and renal function
- Metabolic and endocrine control, including glucose and electrolytes
- 1.2.4.3. Neonatal host defenses and infections
- 1.2.4.4. Pathophysiologic changes in newborns, including premature, small-for-gestational-

age, and large-for-gestational-age neonates

- 1.2.5. Principles of perioperative and critical care
 - 1.2.5.1. Principles of airway management, including surgical airway
 - 1.2.5.2. Principles of mechanical ventilation
- 1.2.5.3. Principles of hemodynamic and respiratory monitoring
- 1.2.5.4. Indications, techniques, and complications of central venous access and arterial access
 - 1.2.5.5. Cardiopulmonary support, including extracorporeal life support (ECLS)

indications, contraindications, and complications and techniques of cannulation and monitoring

- 1.2.5.6. Fluid and electrolyte management:
 - Maintenance requirements
 - Management of dehydration
 - Principles of third space loss
 - Physiology and pathophysiology of acidbase equilibrium
 - Correction of perioperative electrolyte disturbances
- 1.2.5.7. Thermoregulation

The Esophageal Atresia and traCHeal malformations Education pRoject (TEACHER) is a collaboration of the following partners: University Medical Center Utrecht, Ospedale Pediatrico Bambino Gesù, University College London, Karolinska University Hospital, Incision Group and Elevate Health.





 Physiologic effects and management of hypothermia and hyperthermia

1.2.5.8. Shock

- Clinical features and management of different types of shock, including hypovolemic, cardiogenic, distributive, and neurogenic
- Principles of hemodynamic monitoring
- Resuscitation, including use of fluid resuscitation, antibiotics, and inotropic agents

1.2.5.9. Cardiac

 Congenital heart disease and transitional circulation, and their effects on other organ systems

1.2.5.10 Pulmonary

- Lung function and volumes relevant to the patient's age and development
- Invasive and non-invasive ventilation techniques
- Etiology, clinical features, and management of
- Acute respiratory distress syndrome (ARDS)

1.2.5.11. Anesthesia

- Pharmacology and pharmacokinetics of commonly used anesthetic and analgesic agents
- Management of post-operative pain,
 including responsible use of opioids





	1.2.5.12. Transfusion therapy and coagulation
	- Principles of massive transfusion
	1.3. Perform appropriately timed clinical assessments with
	recommendations that are presented in an organised manner
	1.4. Carry out professional duties in the face of multiple
	competing demands
	1.5. Recognize and respond to the complexity, uncertainty,
	and ambiguity inherent in Paediatric Surgery practice
2. Perform a patient-	2.1. Prioritise issues to be addressed in a patient encounter
centred clinical	2.1.1. Diagnose and manage life-threatening
assessment and	emergencies
establish a	2.1.2. Apply the principles of basic life support to
management plan	establish and respond to priorities of resuscitation
	2.2. Obtain a medical history, perform a physical exam,
	select appropriate investigations, and interpret their results
	for the purpose of diagnosis and management, disease
	prevention, and health promotion
	2.3 Determine the indications for, and benefits and risks
	of surgical intervention
	2.4. Establish goals of care in collaboration with patients and
	their families, treating symptoms, achieving cure, improving
	function
	2.4.1. Recognize that operative treatment may involve
	procedures beyond one's skill set, and arrange transfer to an
	appropriate surgeon as necessary
	2.5. Peri- and postoperative care
	2.5.1. Develop plans for perioperative care
	2.5.2. Provide post-operative management on the





	inpatient ward
	2.5.3.1. Provide optimal post-operative analgesia
	2.5.3.2. Provide plans for post-operative management
	of complications, both acute and subacute (in collaboration
	with other healthcare professionals)
	2.5.4. Provide follow-up care, including surveillance
	(multidisciplinary follow up plan)
	2.5.5. Develop plans for the transition of adolescents
	to the adult care setting
3. Plan and perform EA	3.1. Determine the most appropriate procedures or therapies
procedures and	3.1.1. Select an open or minimally invasive surgery
therapies for the	approach
purpose of assessment	3.2. Obtain and document informed consent, explaining the
and/or management	risks and benefits of, and the rationale for, a proposed
	procedure or therapy
	3.2.1. Apply the concepts of consent and assent when
	engaging children in the process of informed
	consent
	3.2.2. Recognize and respond to challenges arising in
	obtaining consent in emergency situations
	3.3. Perform procedures in a skilful and safe manner,
	adapting to unanticipated findings or changing clinical
	circumstances
	3.4. Required expertise for the following interventions
	Endoscopy (have a skilled gastroenterologist or
	otolaryngologist in hospital available)
	3.4.1. Direct laryngoscopy
	3.4.2. Laryngoscopy and bronchoscopy: flexible and
	rigid





	3.4.3. Upper GI endoscopy: flexible and rigid
	3.5. Required expertise in case of minimally invasive
	surgery (MIS)
	3.5.1. Patient positioning to optimise patient safety
	and to facilitate access during MIS procedures
	3.5.2. Safe access to the peritoneal and thoracic
	cavities using open and closed techniques
	3.5.3. Port site selection, placement, and closure
	3.5.4. Safe and appropriate use of minimally invasive
	surgical instruments
	3.5.5. Laparoscopic/thoracoscopic placement of
	sutures
	3.6. Required on indication:
	Enteral feeding access, both gastric and postpyloric
	3.7. Managing postoperative sequelae
	3.7.1.Esophagus (Barrett esophagus, Gastroesophageal (GE)
	reflux, Stenosis/Stricture, Dysphagia/swallowing disorders
	3.7.2. Tracheomalacia
	3.7.3. Of other VACTERL-associated anomalies
4. Establish plans for	4.1. Implement a patient-centred care plan that supports
ongoing care and,	ongoing care, follow-up on investigations, response to
when appropriate,	treatment, and further consultation
timely consultation	4.1.1. Assess the family's ability to access services in
	the health and social systems, and address needs for
	support; Develop and implement follow-up plans, considering
	geographic and economic factors
	4.1.2. Determine the need for and timing of referral to
	another health care professional





- 5. Actively contribute, as an individual and as a member of a team providing care, to the continuous improvement of healthcare quality and patient safety
- 5.1. Recognize and respond to harm from health care delivery, including patient safety incidents
- 5.2. Adopt strategies that promote patient safety and address human and system factors
- 5.2.1. Participate in or lead pre-operative safety checklists

Communicator	
With regard to this	
specific procedure the Paediatric Surgeon is able	
to:	
1. Establish	1.1. Communicate using a patient-centred approach
professional	that encourages patient and family trust and
therapeutic	autonomy and is characterised by empathy, respect,
relationships with	and compassion
patients and their	1.2. Optimise the physical environment for patient
families	and family comfort, dignity, privacy, engagement,
	and safety
	1.3. Recognize when the perspectives, values, or
	biases of patients, patients' families, physicians, or
	other health care professionals may have an impact
	on the quality of care, and modify the approach to the





	patient accordingly
	1.4. Manage disagreements and emotionally charged conversations
2. Elicit and synthesise	2.1. Use patient centred interviewing skills to
accurate and relevant	effectively gather relevant biomedical and
information,	psychosocial information
incorporating the	2.2. Provide a clear structure for and manage the flow
perspectives of	of an entire patient encounter
patients and their	2.3. Seek and synthesise relevant information from
families	other sources, including the patient's family, with the
	patient's consent
3. Share health care	3.1. Share information and explanations that are
information and plans	clear, accurate, and timely, while assessing for
with patients and	patient and family understanding
their families	3.1.1. Use language and images that facilitate
	understanding and decision-making
	3.2. Disclose harmful patient safety incidents to
	patients and their families
4. Engage patients and	4.1. Facilitate discussions with patients and their
their families in	families in a way that is respectful, non-judgmental,
developing plans that	and culturally safe
reflect the patient's	4.2. Assist patients and their families to identify,
health care needs and	access, and make use of information and
goals	communication technologies to support their care and
	manage their health
	4.3. Use communication skills and strategies that help
	patients and their families make informed decisions
	regarding their health





- 5. Document and share written and electronic information about the medical encounter to optimise clinical decisionmaking, patient safety, confidentiality, and privacy
- 5.1. Document clinical encounters in an accurate, complete, timely, and accessible manner, in compliance with regulatory and legal requirements
- 5.2. Communicate effectively using a written health record, electronic medical record, or other digital technology
- 5.3. Share information with patients, families, and others in a manner that enhances understanding and that respects patient privacy and confidentiality

Collaborator With regard to this specific procedure the Paediatric Surgeon is able to: 1. Work effectively 1.1. Establish and maintain positive relationships with with physicians and physicians and other colleagues in the health care other colleagues in the professions to support relationship-centred health care professions collaborative care 1.2. Negotiate overlapping and shared responsibilities with physicians and other colleagues in the health care professions in episodic and ongoing care 1.2.1. Provide relevant information outlining the clinical assessment and treatment plans to family physicians, paediatricians, and other health care





	1
	professionals to facilitate their participation in the
	care of the patient
	1.2.2. Utilise interprofessional expertise and
	community resources
	1.3. Engage in respectful shared decision-making with
	physicians and other colleagues in the health care
	professions
	1.3.1. Engage with anesthesiologists regarding
	pre-operative patient assessment and
	optimization, and post-operative care, including pain
	management
	1.3.2. Use clear audible communication with
	the Anesthesiologist and other team members in the
	operating room to optimise patient care"
	1.3.3. Request and provide timely intra-
	operative consultations
	1.3.4. Organise multidisciplinary patient
	meetings in the pre- and postoperative phase and
	during follow up
2. Work with	2.1. Implement strategies to promote understanding,
physicians and other	manage differences, and resolve conflict in a manner
colleagues in the	that supports a collaborative culture
health	
care professions to	
promote	
understanding,	
manage	
differences, and	
resolve conflicts	





- 3. Hand over the care of a patient to another health care professional to facilitate continuity of safe patient care
- 3.1. Determine when care should be transferred to another physician or health care professional
- 3.2. Demonstrate safe handover of care, using both oral and written communication, during a patient transition to a different health care professional, setting, or stage of care
- 3.2.1. Provide safe handover of care of the post-operative patient to the post-anesthetic care unit, the paediatric intensive care unit, and the neonatal intensive care unit
- 3.2.2. Facilitate transfer of care to a primary care physician or specialist, or from the paediatric to adult health care setting

Leader	
With regard to this	
specific procedure the	
Paediatric Surgeon is able	
to:	
1. Contribute to the	1.1. Active participation in operating room safety
improvement of health	procedures
care delivery in teams,	1.2. Participate in reviews of operative complications
organisations, and	and other aspects of quality improvement
systems	1.3. Analyse patient safety incidents to enhance
	systems of care
	1.4. Evaluate health data to improve the quality of





	,
	patient care and optimise patient safety
2. Engage in the	2.1. Allocate health care resources for optimal patient
stewardship of health	care
care resources	2.2. Apply evidence and management processes to
	achieve cost-appropriate care
3. Demonstrate	3.1. Demonstrate leadership skills to enhance health
leadership in health	care
care systems	3.2. Facilitate change in health care to enhance
	services and outcomes
4. Manage career	4.1. Set priorities and manage time to integrate
4. Manage career planning, finances, and	4.1. Set priorities and manage time to integrate practice and personal life
_	
planning, finances, and	practice and personal life
planning, finances, and health human	practice and personal life 4.2. Manage professional career
planning, finances, and health human resources in personal	practice and personal life 4.2. Manage professional career 4.2.1. Apply leadership skills to optimise
planning, finances, and health human resources in personal	practice and personal life 4.2. Manage professional career 4.2.1. Apply leadership skills to optimise patient care in the operating room
planning, finances, and health human resources in personal	practice and personal life 4.2. Manage professional career 4.2.1. Apply leadership skills to optimise patient care in the operating room 4.2.2. Assume a leadership role in the
planning, finances, and health human resources in personal	practice and personal life 4.2. Manage professional career 4.2.1. Apply leadership skills to optimise patient care in the operating room 4.2.2. Assume a leadership role in the management of complex cases

Scholar	
With regard to this	
specific procedure the	
Paediatric Surgeon is able	
to:	





1. Engage in the continuous enhancement of their professional activities through ongoing learning	1.1. Identify opportunities for learning and improvement by regularly reflecting on and assessing their performance using various internal and external data sources 1.2. Engage in collaborative learning to continuously improve personal practice and contribute to collective improvements in practice
2. Teach students, residents, the public, and other health care professionals	2.1. Recognize the influence of role-modelling and the impact of the formal, informal, and hidden curriculum on learners 2.2. Promote a safe and respectful learning environment 2.3. Ensure patient safety is maintained when learners are involved 2.3.1. Provide appropriate graded responsibility to junior learners in the operating room to optimise educational opportunities without compromising patient care 2.4. Provide feedback to enhance learning and performance in an educationally appropriate manner
3. Integrate best available evidence into practice 4. Contribute to the creation and dissemination of knowledge and	 3.1. Critically evaluate the integrity, reliability, and applicability of health-related research and literature 3.2. Integrate evidence into decision-making in their practice 4.1. Demonstrate an understanding of the scientific principles of research and scholarly inquiry and the role of research evidence in health care 4.2. Identify ethical principles for research and





incorporate them into obtaining informed consent,
considering potential harms and benefits, and
vulnerable populations
4.3. Formulate research questions to address clinical
issues and to increase knowledge on EA treatment
4.4. Summarise and communicate to professional and
lay audiences, including patients and their families,
the findings of relevant research and scholarly inquiry

Professional	
With regard to this	
specific procedure the	
Paediatric Surgeon is able	
to:	
1. Demonstrate a	1.1. Exhibit appropriate professional behaviour in all
commitment to	aspects of practice
patients by applying	1.2. Demonstrate a commitment to excellence in all
best	aspects of practice
practices and adhering	1.3. Recognize and respond to ethical issues
to high ethical	encountered in practice
standards	1.4. Recognize and manage conflicts of interest
	1.5. Exhibit professional behaviours in the use of
	technology-enabled communication
	1.6 Understand and apply the process of
	implementing new surgical techniques and research





	results concerning treatment of EA
2. Demonstrate a	2.1. Demonstrate accountability to patients and
commitment to society	society
by recognizing and	2.2. Demonstrate a commitment to patient safety and
responding to societal	quality improvement
expectations in health	
care	
3. Demonstrate a	3.1. Fulfil and adhere to professional and ethical
commitment to the	codes, standards of practice, and laws governing
profession by adhering	practice
to standards and	3.2. Recognize and respond to unprofessional and
participating in	unethical behaviours in physicians and other
physician-led	colleagues in the health care professions
regulation	3.3. Participate in peer assessment and standard
	setting
4. Demonstrate a	4.1. Exhibit self-awareness and manage influences on
commitment to	professional performance
physician health and	4.1.1. Demonstrate self-awareness of
well-being to foster	professional and personal limitations
optimal patient care	4.2. Promote a culture that recognizes, supports, and
	responds effectively to colleagues in need

Treatment of EA in medical expertise centres

Pre-operative





Number of cases	10-20 cases
treated per year	
Members needed in	Neonatologist, otolaryngologist, paediatric surgeon,
MDT	anaesthesiologist
Peri-operative	
Brain monitoring?	Yes
Conversion: when?	Most of the consortium don't have an exact time limit, it
	depends on the condition of the child and the progression
	of the surgical procedure. One centre, however, use a time
	limit of 2,5 hours of 45 minutes if the surgery doesn't
	progress or if there are cardiac comorbidities
Other remarks?	Possibility to use magnets for correction of long gap EA
Post-operative	
Follow-up	Routine multidisciplinary outpatient care* +
	neurodevelopmental evaluation program
Treatment of	Dilatation of stenosis, antireflux surgery, treatment of
complications	leakage of anastomosis (first conservatively), different
	treatment options of tracheomalacia, different treatment
	options for recurrent fistula,

^{*}postoperatively the MDT also includes a paediatrician, pulmonologist, speech and language therapist, physiotherapist, dietitian, psychologist, cardiologist and gastroenterologist.





Summary competency profile

Medical expert

- Practice medicine within their defined scope of practice and expertise
 - O Anatomy, physiology, embryology, and pathology
 - O Principles of perioperative and critical care: Physiology and pathophysiology (e.g. bloodgasanalysis)
- Perform a patient-centred clinical assessment and establish a management plan
 - o Plan and manage peri- and postoperative care
 - Select an open or minimally invasive surgery approach
 - O Obtain and document informed consent
 - Expertise bronchoscopy and Upper GI endoscopy
 - O Expertise is required for minimally invasive surgery (MIS)
 - O Managing postoperative sequelae
- Establish plans for ongoing care and, when appropriate, timely consultation

Communicator

- Establish professional therapeutic relationships with patients and their families using a patient-centred approach
- Share relevant information
- Document clinical encounters in an accurate, complete, timely, and accessible manner, in compliance with regulatory and legal requirements

Collaborator

 Work effectively with physicians and other colleagues in the health care professions in the multidisciplinary setting

Leader

Contribute to the improvement of health care





 Manage career planning, finances, and health human resources in personal practice(s)

Scholar

• Study, teach, and integrate best available evidence

Professional

- Demonstrate a commitment to patients by applying best practices and adhering to high ethical standards
- Understand and apply the process of implementing new surgical techniques and research results concerning treatment of EA





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