

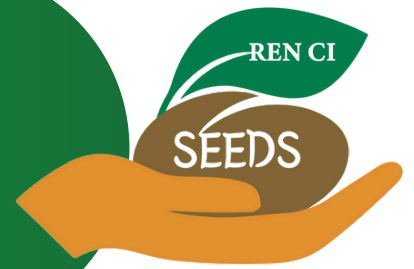
REN CI SEEDS

Leadership Development Programme for Fresh Graduates



***Accelerated
career
growth for
passionate
individuals***

WHAT IS THE REN CI SEEDS PROGRAMME?



The 2-year Seeds Programme aims to carefully nurture successful candidates through mentoring, training, job rotation and leadership opportunities, to allow you to fulfil your full potential. You will do meaningful work that impacts under-privileged seniors in the community while carving out your career as a Healthcare Administrator and future leader in Community Care.



MAKE AN IMPACT WITH REN CI

Ren Ci Hospital is one of the largest and the only community care organisation in Singapore that offers the full spectrum of post-acute care services. We provide care through our Community Hospital, Palliative Services, Nursing Homes, Rehabilitation, Day Care Centres and Home Care Services. Most of our patients come from low-income backgrounds. At Ren Ci, you will embark on a meaningful career that enables you to grow and lead with loving kindness and compassion.



4

Community Hospital
& Nursing Homes



1,301

Beds



>3,500

Patients, residents &
clients served annually



>1,100

Staff



>1800

Volunteers



>8,000

Individual Donors

ELIGIBILITY

- ▶ Final year undergraduate students
- ▶ Singapore Citizen or Permanent Residents
- ▶ Outstanding academic results
- ▶ Good co-curricular activities record and strong leadership skills
- ▶ Strong passion to serve the underprivileged
- ▶ Aspiration to pursue a career as a Healthcare Administrator in a leadership role in Ren Ci Hospital
- ▶ No clinical background required



WHY JOIN THE 2-YEAR SEEDS PROGRAMME?



Accelerated
career
development
pathway



Discover the
intricacies of
the
Intermediate
and Long-
Term Care
(ILTC) sector



Immersive
learning
experience



Be involved
and learn about
Ren Ci
Hospital's
corporate
functions and
ground
operations



Mentorship
from
experienced
C-suite
leaders



Unlocking
your
leadership
potential



APPLICATION

Email your resume and university transcripts to:

Erika Hui : erika_hui@renci.org.sg

Sakthi Nirmala : sakthi@renci.org.sg

Applications are open from

1 February to 30 April 2025

Shortlisted candidates will be invited
for interviews.

Successful applicants will receive their offer of
employment by August, with employment to
commence upon graduation.



TIMELINE

**Year
1**

Job exposure through rotation

3 departments over 12 months, with opportunities for hospital level projects and engagement with senior leaders.

**Year
2**

Posting to Department of choice

Participate in Management meetings, Retreats and Managerial training programmes. May be considered for promotion.

**Upon
graduation
from
Seeds
Programme**

Fully sponsored local Executive Education Programme. Opportunity to progress to Seedlings (High Potential Talent Development Programme).

I am actually a trained architect! After going on a post-graduation trip to India and seeing how doctors and nurses dedicate their lives to serving the poor, sick and dying, I decided to venture into the healthcare industry. It was during the SARS period when I graduated, making my decision all the more meaningful. I have never looked back since then.

I have been serving in the public healthcare sector for more than 20 years, with my experience spanning acute, primary and community care sectors. My skillsets learnt in architecture proved to be very useful during the early years of my career. Even as a senior leader, I still find myself learning every day.

The anchor of my persistent pursuit in the healthcare and community care sectors is the ability to impact lives meaningfully, especially those who are less advantaged.

I pass these values to my four children, hoping that they will also find value in making a difference to the lives of others.

Ms Karen Bek
Chief Operating Officer



I graduated with a Chemistry degree and joined Ren Ci Hospital in 2021. What started as my first job became something far more meaningful – an opportunity to make a real difference in people’s lives. My connection with Ren Ci began as an intern in Quality Service Management. When COVID-19 hit, it highlighted the critical importance of healthcare to society, drawing me back after graduation to Ren Ci Hospital where I had a rewarding internship experience.

I am an enabler from the corporate side who plans and strategises future initiatives that enable healthcare professionals to deliver their best. Every process improvement and new initiative I implement translates to better outcomes for our seniors and their families. Today, with Healthier SG, I am witnessing an exciting transformation in healthcare delivery. As care shifts to the community sector, corporate leaders play a crucial role in building robust systems, fostering partnerships, and ensuring seamless care integration. Ren Ci

Ren Ci recognised my potential at an early stage and emplaced me in the high potential programme. The programme has pushed boundaries for me and continues to expose me to multiple fields of knowledge to hone my leadership.

At Ren Ci, I envision myself in a key role to build a future where community care is more accessible, innovative, and person-centred. In this ever-evolving sector, new challenges bring new rewards, and I am excited to contribute to this meaningful transformation.

Ms Wee Han Jing
Senior Executive, Corporate Planning
Seedlings (High Potential Programme)



As a Volunteer Manager at Ren Ci Hospital, I am privileged to witness the profound impact volunteers make on the lives of patients, their families, and the healthcare community. Their compassion and commitment remind me that care extends beyond medical expertise—it thrives in the power of human connection.

Looking ahead, I envision volunteers playing an even more integral role in shaping the future of healthcare. Beyond offering companionship and emotional support, volunteers can bring their unique skills to enhance patient well-being in various ways, whether through technology, literacy coaching, teaching them a new hobby, etc.

I am proud to lead the Volunteer Management team in Ren Ci Hospital and know that I am playing a pivotal role in connecting society at large with the needy by anchoring stronger bridges and connections.



Ms Xie Xiao Yun
Manager
Volunteer Management

Throughout my career spanning diverse industries, I have always been deeply committed to driving operational excellence. Although I am trained as an engineer, I am passionate about building systems and processes that empower our healthcare professionals to deliver their best, while simultaneously creating environments where residents and clients feel supported, safe, and valued. The work I do comes with a lot of challenges but I step into my office knowing that I can make a difference to my colleagues and in turn inspire them in delivering their best for our residents and clients.

As the Executive Director of Ang Mo Kio Nursing Home, I lead with purpose and dedication in overseeing the operations of the nursing home and senior care centre. Guiding my leadership team and overseeing over 300 staff, I strive to create an environment that prioritises value-driven quality care and operations that benefit our patients.

I envision a future where healthcare evolves through innovation to better support both patients and staff. At Ren Ci, I hope to inspire a culture that fosters creativity and collaboration in solving the healthcare challenges we face—whether through simple ground-up initiatives or by leveraging proven technologies. Together we can enhance compassionate care delivery and operational effectiveness, making a meaningful impact in the lives we touch.

Darren Au Yeong
Executive Director
Ang Mo Kio Nursing Home



As a MINDEF scholarship recipient, my career started in the military. However, my passion had always been in doing meaningful things for the community. The shift towards healthcare was strengthened by my personal experience of caring for my grandmother who had dementia.

I was entrusted to lead Bukit Batok Nursing Home during the height of the COVID-19 pandemic. Those were very challenging days. Emotions ran high. Nevertheless, it is during turmoil that one's best leadership qualities are put to good use. Safety and mental wellness of residents and staff were among my top priorities in our continuous operations in light of the ever-changing landscape. Decisive decision making was key and every decision involved high stakes. I do not regret a single moment of that phase, when I had the opportunity to polish my crisis management leadership.

Recently, I was rotated and I am currently heading the Ren Ci Learning Academy. This role provides an exciting new challenge that requires reaching out to the even larger Community Care sector beyond Ren Ci. Being able to play a bigger role to contribute to upskilling and enhancing the quality of care for the whole sector, provides a stronger purpose in my work.

Singapore is fast becoming a superaged nation, and this brings even more meaning to being part of Team Ren Ci and providing quality care and support as a Leader in Community Care.

Ong Eng Hua
Executive Director
Ren Ci Learning Academy

