

# 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



**>4200**

Patients, residents & clients served annually



**1,178**

Staff



**5730**

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
- ▶ Aspire 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:

**Kimberley Tan: [kimberley\\_tan@renci.org.sg](mailto:kimberley_tan@renci.org.sg)**  
**Sakthi Nirmala : [sakthi@renci.org.sg](mailto:sakthi@renci.org.sg)**

Applications are open from

**15 January to 15 March 2026**

Shortlisted candidates will be invited  
for interviews.

Successful applicants will receive their offer of  
employment to start work in August 2026.



# TIMELINE

**Year  
1**

## **Job exposure through rotation**

Exposure across different 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.

**Karen Bek**  
**Chief Operating Officer**



Ren Ci's SEEDS Programme attracted me because it offers a meaningful opportunity to serve in the community care sector, aligning with my passion for healthcare and supporting seniors. After graduation, I was eager to gain an in-depth and broad exposure to healthcare, while developing essential skills for future leadership roles.

Through department rotations and sharings, I was exposed to various functions of the hospital. My first rotation in Finance gave me insights into their day-to-day activities, and I was entrusted to lead improvement projects. I collaborated with stakeholders and honed my project management skills, and also developed leadership and facilitation capabilities by hosting meetings and focus-group discussions, strengthening my ability to communicate effectively and drive outcomes.

A highlight of my journey was planning organization-wide events with my fellow SEEDS. These projects challenged me to take on new responsibilities, which developed essential skills such as stakeholder management and coordination. I also had many enjoyable experiences, including video production and choreographing a dance to teach staff. These experiences expanded my network and fostered collaboration across diverse teams. After weeks of meticulous planning, it was incredibly rewarding to see the events executed smoothly. Additionally, planning the event with my peers also built lasting friendships.

To any undergraduates who may feel apprehensive about stepping into the community care or healthcare sector, I encourage you to be courageous and take that first step. Embrace every opportunity that comes your way – be open to learning, growing, and discovering your potential. Your unique skills and discipline can help drive the organization forward, and I am confident that Ren Ci will, in turn, support your growth and development.

**Cassie Yen**  
**Executive, SEEDS Programme**  
**NUS, Bachelor of Science, Honours**  
**(Life Sciences)**



I was exploring graduate programmes in healthcare when I visited NUS Career Day and chanced upon Ren Ci's booth. What first drew me in was the cheerful and approachable HR representative who warmly introduced Ren Ci's newly launched Graduate Programme. I was intrigued to learn that successful candidates would form the pioneer batch of SEEDS, and the more I learned about the programme, the more

I felt it was an opportunity worth considering. Although Community Care was not originally on my radar, further research helped me realise its importance as a foundation—bridging the gap between restructured hospitals and the community, and offering a meaningful, ground-up perspective of healthcare.

Beginning my journey in the Quality Service Management department has been both insightful and fulfilling. My personal highlight has been the interactions with various stakeholders. It is heartening to witness the appreciation expressed for our healthcare professionals, and these moments serve as gentle reminders of why people in this field do what they do – to care, serve, and make a difference in someone's day. These experiences have also broadened my understanding of the complexities behind sustaining quality care and the coordinated efforts required across teams.

A professional headshot of Jocilia Goetomo. She is a young woman with long dark hair, smiling at the camera. She is wearing a white blazer over a black top, with her arms crossed. The background is a solid green.

This programme has taught me the importance of clear communication, stakeholder engagement, and maintaining a service-oriented mindset grounded in the question, "How can I help?" To future SEEDS, my advice is to join with an open mind. The Community Care sector may not be where you initially envisioned yourself, but it is a deeply meaningful and enriching place to begin your journey in healthcare – one that shapes both professional growth and personal purpose.

**Jocilia Goetomo**  
**Executive, SEEDS Programme**  
**NUS, Bachelor of Engineering, Honours**  
**(Biomedical Engineering, iDP)**

I was inspired by my volunteering experiences to join the SEEDS programme. I've enjoyed the opportunities to lead first aid services at events and immerse myself in the community. This blend of management work and community service reflects the essence of healthcare and community care administration, which motivated me to pursue career opportunities in these sectors.

Fast forward five months into the SEEDS programme, the growth opportunities have exceeded my expectations. Beyond our regular department work and improvement projects, we've been entrusted with special initiatives like launching Ren Ci's new 5-year strategic plan. These varied tasks stretch our problem-solving skills and deepen our organisational knowledge through inter-department collaboration – skills that are essential for higher leadership roles.

One of my most memorable tasks was writing articles for Ren Ci's quarterly newsletter. Even though the primary purpose of newsletters is to show donors that their contributions are making an impact, I am fascinated by their secondary role as a tool to document the happenings within an organisation. Reading newsletters of other organisations has allowed me to trace how their operating landscapes have changed over the years and how they have evolved to keep up. I believe that knowing historical information is important for understanding organisations today and for gaining perspective to navigate the future more effectively. That's why I find it meaningful to have documented such information for the benefit of current and future generations of Ren Ci staff.

My advice for future Seeds is to be curious – about the world, others, and yourselves beyond work – and to engage fully with these experiences. Curiosity brings richness to life and helps you grow into a balanced, healthy, and happier person. Only when we are healthy and grounded, then are we best equipped to provide care for those who need it most.



**Sylvia Tan**  
**Executive, SEEDS Programme**  
**NUS, Bachelor of Social Sciences, Honours**  
**(Psychology)**

People have always been at the heart of what I want to do, so I was drawn to Ren Ci because it is an organisation that serves people.

Being in the SEEDS programme, with the opportunity to rotate across departments, also gives me space to explore my interests while grounding my work in purpose. It offers both meaning and room to grow, which is something I hold deeply.

One of the most memorable learning moments for me was during a Medifund discussion in my first posting with the Psychosocial Services Department. We faced a very challenging and complex case as the client was unable to pay Ren Ci's fees and was unresponsive to our efforts to help. It felt like we had reached a roadblock. Our boss, Bridget, then prompted us to step into the shoes of the client and see their challenges from their perspective.

This shift allowed us to empathise more deeply and recognise challenges we had previously overlooked. Through open discussions and shared reflections as a department, we began generating new ideas to reconnect with this client. This experience really taught me the importance of slowing down my processes and getting to know my patients, clients, and colleagues as people first.

A portrait of Dove Ng, a young woman with long dark hair, smiling. She is wearing a maroon sleeveless top.

Mentorship has been a key part of my growth through the SEEDS programme. Having supportive mentors to journey with and guide me along has given me much encouragement and direction as I navigate this new season.

My advice for future Seeds (and myself) is that it's ok not to have it all figured out - small steps. Slow down and nourish your soul.

**Dove Ng**  
**Executive, SEEDS Programme**  
**NUS, Bachelor of Social Sciences,**  
**Honours (Economics, Psychology)**

I was inspired to join the SEEDS programme because I wanted to build a meaningful career – one where I could grow professionally while making a tangible impact. Contributing to the intermediate and long-term care sector felt especially meaningful, as Singapore’s population ages and the need for coordinated, senior-centred care becomes increasingly critical. Being part of Ren Ci allows me to contribute to this important shift, where care extends beyond hospital discharge and truly supports seniors’ quality of life.

As a fresh graduate exploring where I fit best, the rotational nature of the SEEDS programme stood out to me. It offers exposure to both corporate functions and ground operations, allowing me to step out of my comfort zone, learn broadly, and discover my strengths and interests in a supportive environment.

In my current rotation, I am involved in the implementation of the Integrated Community Care Provider (ICCP) model, which aims to better support seniors through collaboration with partners within a sub-region. Working alongside different organisations has shown me how collective effort could potentially translate to meaningful improvements in seniors’ care journeys. Beyond my rotation, the SEEDS got to coordinate and contribute to company-wide initiatives and engage with senior leaders, which are experiences that have broadened my perspective and supported my growth.

One piece of advice for future SEEDS is to take the initiative to connect with others and learn from their experiences.

Conversations are one of the most valuable ways to learn about the organisation, the healthcare landscape, and the people working within it. Looking ahead, I am excited to continue growing, contributing and serving in the healthcare space, with a deeper appreciation for the work behind thoughtful, coordinated care and the impact it has on seniors’ lives.

**Rachel Koh**  
**Executive, SEEDS Programme**  
**SMU, Bachelor of Science (Economics)**



I chose to join the SEEDS programme because it offers a rare opportunity to develop leadership capabilities while contributing meaningfully to a mission-driven organisation. Ren Ci's commitment to holistic and community-centred healthcare resonates strongly with my personal values of loving kindness and compassion. The SEEDS programme stood out as a platform that integrates service, leadership and personal growth in a structured and purposeful way.

My first impression of Ren Ci and the SEEDS Programme has been overwhelmingly positive. The organisation demonstrates a strong culture of care, professionalism and respect for both patients and staff. The programme itself is thoughtfully designed, with an emphasis on nurturing future leaders who are grounded, socially conscious and adaptable. I was particularly impressed by the openness of my mentors and the collaborative environment that encourages learning across different functions.

Through SEEDS, I hope to deepen my understanding of healthcare operations, governance and stakeholder management, while also developing soft skills such as leadership communication, ethical decision making and teamwork. I am eager to learn from experienced professionals and to contribute my skills from business administration meaningfully to projects that create real impact for the community.

A headshot of a young man with dark hair, smiling. He is wearing a dark grey blazer over a white collared shirt. 

I envision the SEEDS programme playing a significant role in shaping my growth by strengthening my sense of purpose and responsibility as a leader. I believe that the programme will help me build resilience, empathy and strategic thinking, qualities that are essential not only in healthcare, but in any leadership journey.

**Dylan Ho**  
**Executive, SEEDS Programme**  
**NUS, Bachelor of Business Administration,  
Honours (Finance)**

Having completed my Master of Science in biotechnology at the National University of Singapore, I come from a science-heavy background where I was deeply involved in research & learned to think analytically and systematically. Over time, I began to reflect on the kind of impact I wanted my work to have. While research is intellectually rewarding, I felt drawn to the healthcare domain, where decisions and efforts directly translate into improving patient lives and well-being.

I first came across the SEEDS Programme at the NUS Career Fair. What stood out was not just the structured two-year leadership pathway but the clarity of purpose behind it. The programme is not just about leadership development – it is about nurturing future leaders grounded in service and compassion to make a meaningful difference for underprivileged seniors. This was the final push I needed to step into the healthcare domain.

My first impressions of Ren Ci were warm and reassuring. From the start, I have sensed a strong culture of care and sincerity within the organization. Being my first job, my colleagues have been extremely open, patient, and always willing to guide me as I learn. As part of the first-ever SEEDS cohort, I have felt supported while also being trusted to take ownership of my work and learning.

Through the SEEDS Programme, I hope to build a strong foundation in healthcare operations, leadership, and community care. I see this journey shaping my growth by helping me develop both professionally and personally. Ultimately, I wish to grow into a healthcare leader who contributes meaningfully to Ren Ci's mission of providing "holistic care with loving kindness and compassion."

**Santhosh Ganesh Murthy**  
**Executive, SEEDS Programme**  
**NUS, Master of Science (Biotechnology)**





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## Essential Information

### General Enquiries

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### Ren Ci Hospital

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