

A Universal Competence Framework for Scientists

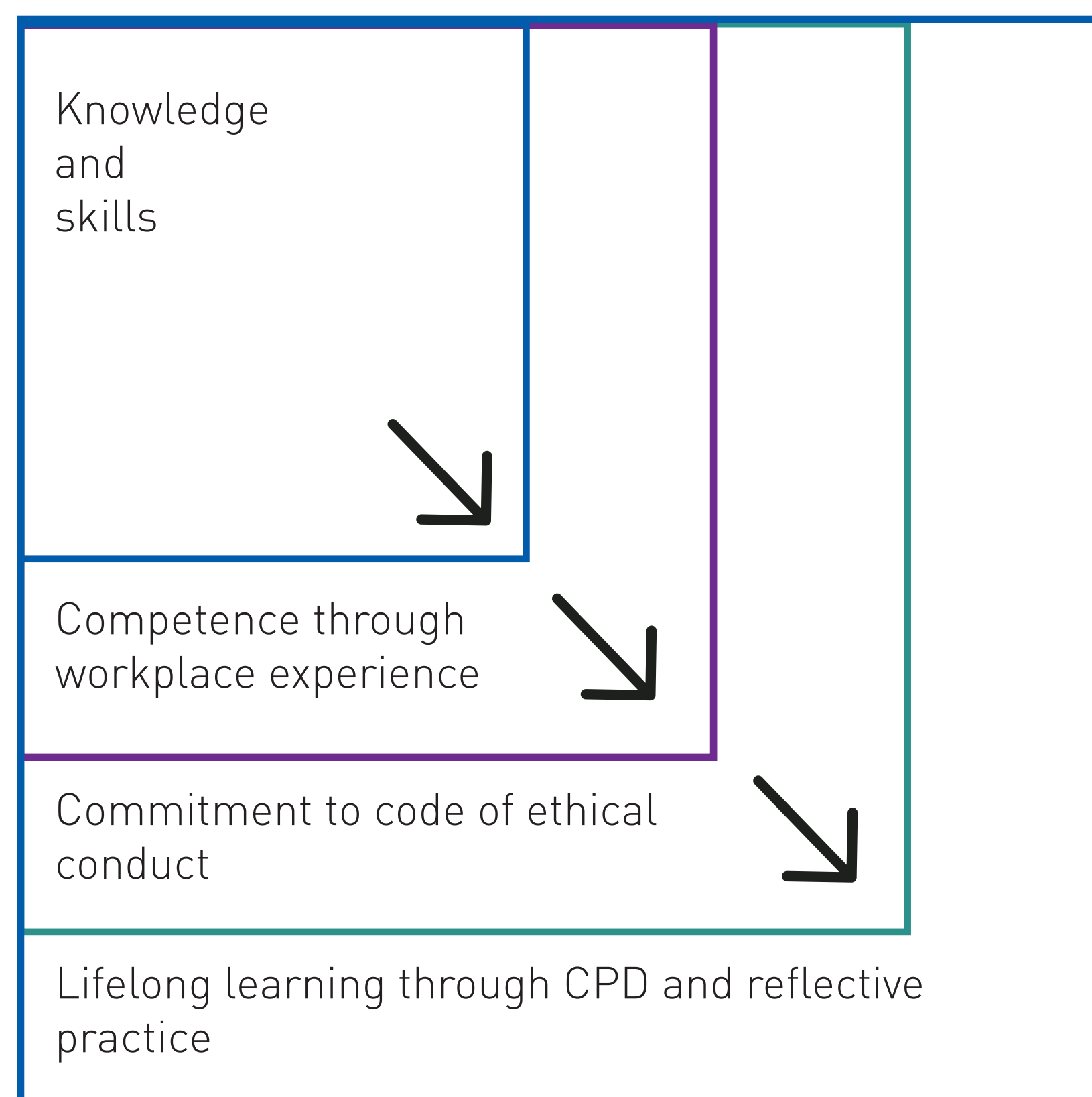
Science Council

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Scientific advancements depend more and more on breaking down traditional discipline and sectoral boundaries, while public funding for science brings with it a need to maintain trust and confidence.

The Science Council has created a unifying framework for the professional development of scientists – its **professional registration** scheme – which promotes common standards of competence, professional development and ethical practice for scientists.

What is professional registration?



RSciTech
Registered
Science Technician

RSci
Registered
Scientist

CSci
Chartered
Scientist

The benefits of professional registration

Mobility

Registration acts as a skills passport, demonstrating that a registrant has the combination of scientific knowledge and cross-cutting skills required of all professional scientists. CSci is recognised under the EU Directive: Mutual Recognition of Professional Qualifications, helping registrants to move across national borders as well as discipline boundaries.

Currency

Just as a passport needs to be renewed, so too does professional registration. Through their commitment to lifelong learning, and engagement with continuing professional development (CPD), registrants are able to demonstrate that their skills are up to date and they are at the forefront of their scientific discipline.

Progression

Registration acts as a progression framework, providing a supportive structure for early career scientists and technicians to enable them to progress both within academia and beyond.

Confidence

The Science Council's registers increase confidence of individual registrants, enabling them to recognise the breadth of their skills. Equally important, they provide confidence to employers and increase public trust by supporting registrants' professional development and holding them to high ethical and professional standards.

What does professional registration prove?

Professional registration proves:

- A - Application of knowledge and understanding
- B - Personal responsibility
- C - Interpersonal skills
- D - Professional practice
- E - Professionalism

Example of how these competences apply to the Chartered Scientist (CSci) award:

- A** • **Exercises judgement** in the absence of complete information
 - Demonstrates **critical evaluation** and proposes original solutions
- B** • **Exercises responsibility for** self and others
 - **Develops and implements** policies and protocols relating to health, safety and security
- C** • Communicates effectively with **specialist and non-specialist audiences**
 - Demonstrates **effective leadership**
- D** • **Scopes, plans and manages** multifaceted projects
 - **Takes responsibility for** continuous performance improvement
- E** • Demonstrates a commitment to professional development by **continuing to advance** knowledge, understanding and competence

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The Medical Research Council (MRC), as a large employer of Technicians and Technical staff, is recognising their importance to science by providing better career support and guidance for this group of staff.

There are various ways in which we are doing this, but working with the Science Council is one of our most important ways of achieving better career support and career frameworks for our staff.

We are working towards becoming an Employer Champion with the Science Council and are encouraging and supporting our staff to join their professional registration scheme to get recognition for the work they do and support their career development.

Medical Research Council

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Having CSci status reinforces a sense of continuity between the research I carried out for my doctorate and communicating science, and makes me feel part of a wider scientific community.

The CPD required to maintain CSci is extremely important to me as every facet of my work requires a slightly different skills set which must be constantly updated.

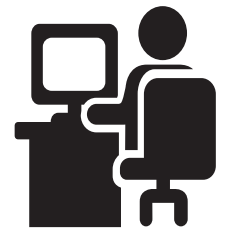
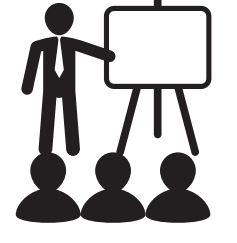

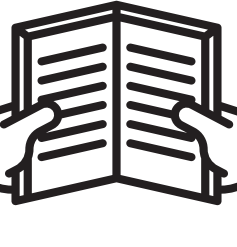
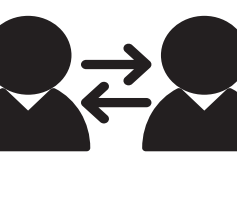
I find the structure of the CPD scheme I follow for CSci incredibly helpful when deciding what training will be most beneficial for me. I also feel a sense of perspective and achievement from the reflection and planning aspect of the CPD.

Dr Sharon Ann Holgate, CSci

How does registration contribute to lifelong learning?

Professionally registered scientists are expected to engage in continuing professional development (CPD) each year to remain on the register.

The Science Council defines 5 categories of learning activities:

-  **Work-based learning**
Professional development that takes place while the registrant is at work.
-  **Professional activity**
Participating in activities that develop the professional skills and knowledge of other professionals.
-  **Formal / Educational**
Participating in structured learning or activities that lead to gaining academic/professional qualifications.
-  **Self directed**
When an individual identifies opportunities to develop their knowledge and skills and does so independently.
-  **Other**
Activities that help develop transferrable skills that are valuable in the current role and future roles.

5 steps to becoming a registered professional

- 1** Sign up to the Science Council's online application system at: sciencecouncil.org/apply
- 2** Choose which registration award to apply for. There is a quick-check tool available in the system that can help you decide.
- 3** Complete the application form and competence report. We have lots of information and advice to help you along the way.
- 4** Either provide your current professional body membership details, or choose one from those licensed to award Science Council registration.
- 5** Your application is assessed by two independent and experienced professionals. Or you may choose the option of a face to face assessment.