



## Science Council **Employer Champion** Investing in talent

### The Francis Crick joined the Employer Champion programme in 2019

For staff, professional registration has helped crystallise how important their work is to the science in their labs, giving them the confidence to apply for a promotion. Everyone is encouraged to consider their career progression and how we might support their goals.

Following a launch event hosted by the Science Council, we've continued to offer workshops, 1-2-1 support and – more recently – a technical staff forum at which successful registrants spoke. Two in particular were highly qualified with PhDs, yet felt professional registration was worthwhile because it represents what they're achieving professionally now.

### Staff get recognised across the organisation when they become professionally registered

For apprentices, every time we have two or three complete a two-year apprenticeship, we publish a good news story congratulating them on the 'front page' of our intranet. Plus, our CEO Sir Paul Nurse publicly presents them with certificates at well-attended 'town hall' meetings.

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The whole process was intense, though very rewarding, as I am now a Chartered Scientist and a Member of the Royal Society of Biology. It's the first qualification I've achieved since gaining my PhD many years ago. The application process makes you analyse and appreciate your skills and achievements – and paves the way for further career development. I'm very glad I took the plunge and encourage others to have a go

Dr Rajvee Shah Punatar CSci

### Case study: The Francis Crick Institute

**Dr David Hudson CSci**

Crick Science Training Lead

#### The Employer Champion Programme

The Employer Champion Award is given to those employers who show commitment and dedication to enabling staff to grow their career and showcase their skills and competence through professional registration.

Professional Registration with the Science Council provides independent recognition for the skills and competence being maintained by scientists and science technicians. It also demonstrates a commitment to integrity, regard for public interest and a responsibility for others.

[sciencecouncil.org](https://www.sciencecouncil.org)

 @science\_council



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Two of our Chartered Scientists found the confidence to go for promotion – and succeeded.

Dr David Hudson CSci

## Being an Employer Champion is a big benefit

The professional registration programme allows us to provide staff with opportunities to demonstrate that they're working at a very high level – and formally reward them within our organisation. Some members of staff are very shy but I've never had one refuse a certificate.

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Some technicians are very shy but I've never had one refuse a professional registration certificate.

Dr David Hudson

““

Professional registration is having a very positive effect.

Dr David Hudson CSci

## Become an Employer Champion

Get in touch with us today to discuss how to support your staff through professional registration.

**Jane Banks**

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**Ever wondered how your staff see themselves?**

Take our '10 Types of Scientist' quiz today and find out your key strengths at [sciencecouncil.org/10-types](http://sciencecouncil.org/10-types)

