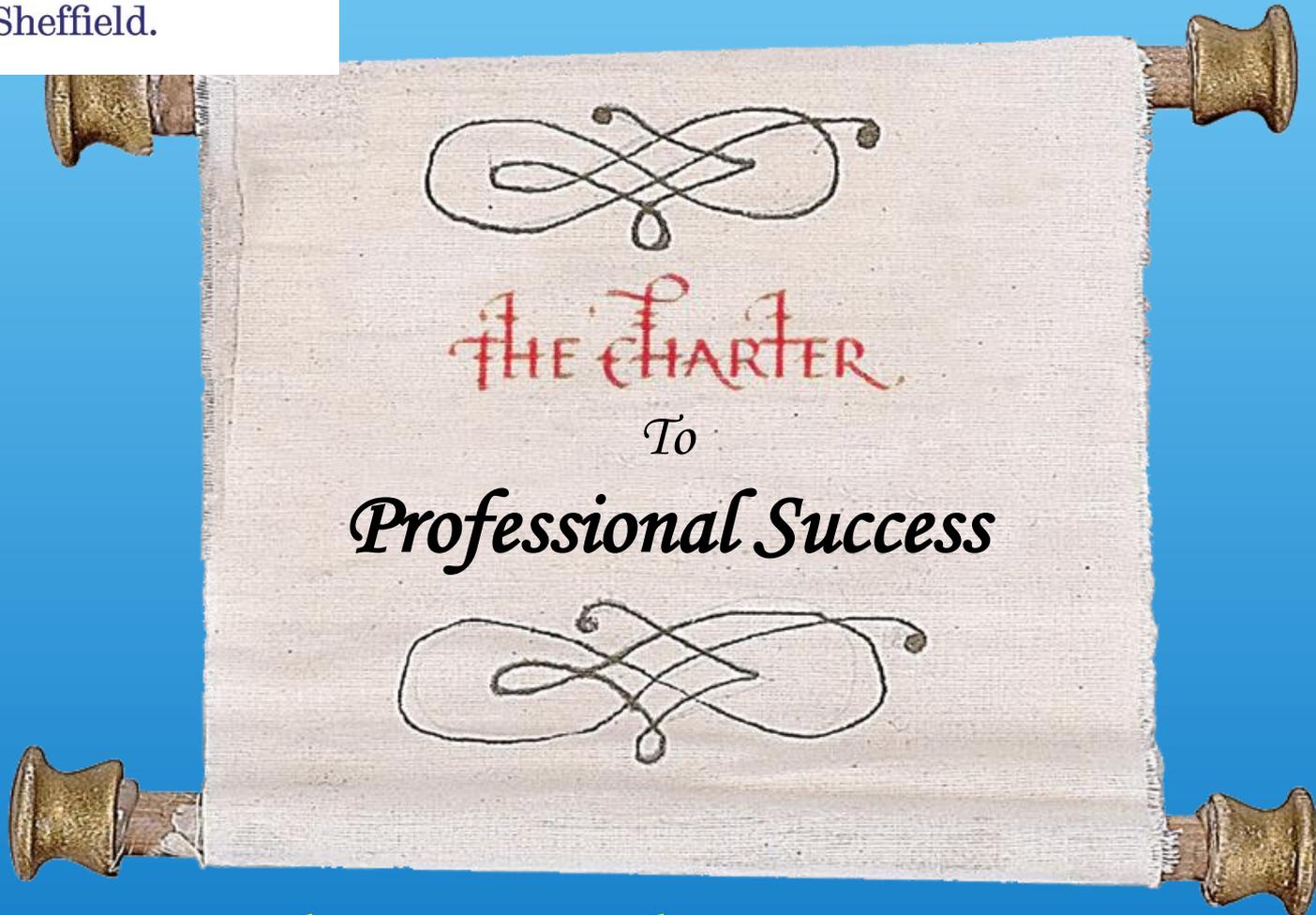




The
University
Of
Sheffield.



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Are Professional Success and Personal Success Independent Dimensions?

Everybody wants to be successful in life, for most of us that means achieving more



- Personal success is completely independent of professional success.
- Many choose to chase professional success like mad people.

If you can be happy with your personal life, why would you work non-stop and sacrifice personal life for some professional success?

Would it make you happier than you are now?



Strike A Happy Medium

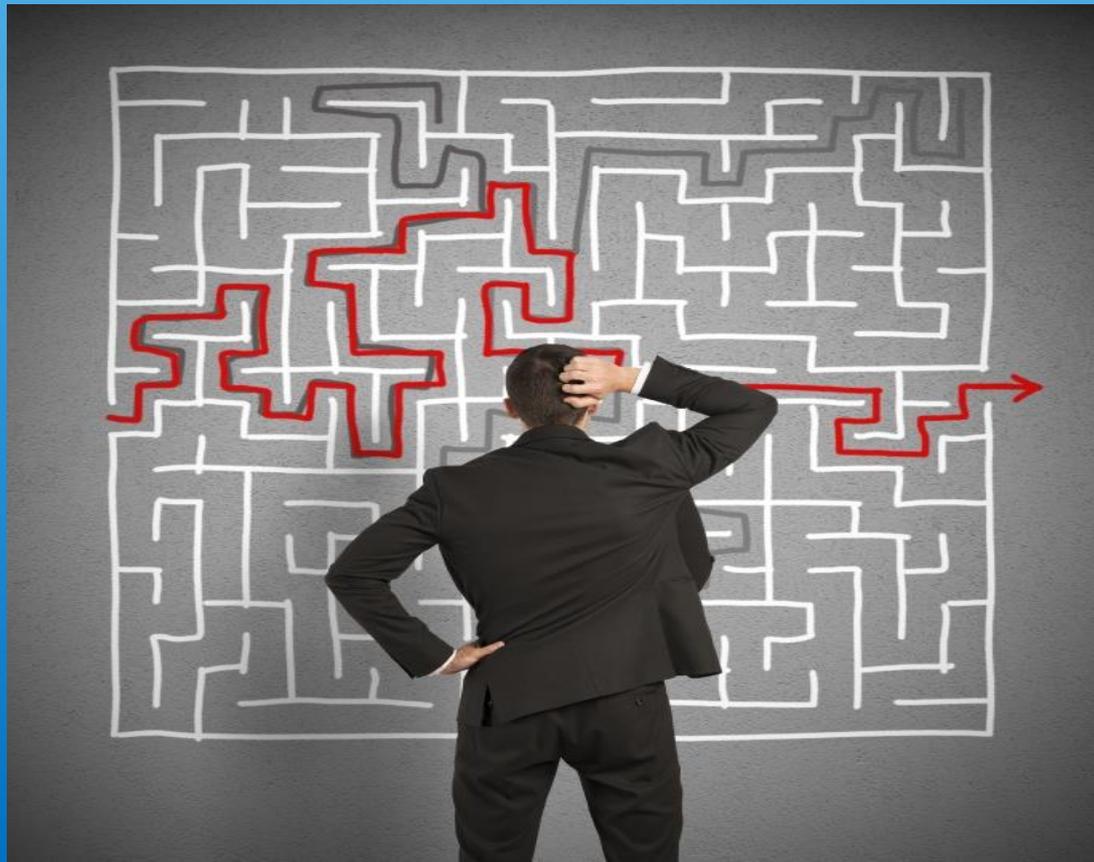
- Consider that professional success is a component of personal success.
- End point is to optimise personal success and professional success.
- Don't forget that health and friendships also come into this.

So...

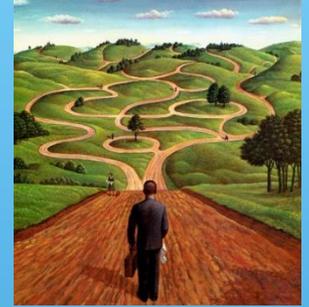
The individual components are all important but it's the final combination that matters.

Are Careers Linear In Nature?

Not in my experience – most of the time it seems like a journey through a maze....



My Journey



- 1988 – Veterinary Assistant
- 1990 – Trainee Technician at The University of Sheffield
- 1993 – Junior Histologist, UoS
- 1997 – Senior Research Technician, UoS
- 2013 – Technical Manager, UoS
- Now – 2 year secondment to the HEFCE Catalyst Project at UoS
- Future – Departmental Manager role?

Catalysts In This Journey

At a certain point along my career path my attitude began to change to a more positive approach. If I wanted things to change I needed to do something about it.

“A positive attitude causes a chain reaction of positive thoughts, events and outcomes. It is a catalyst and it sparks extraordinary results.” Wade Boggs

What happened?

I became a member of the
Institute of Science &
Technology and also gained
professional recognition as a
Registered Scientist.

For a long time I had felt that I was stuck in the job I was doing, I wasn't supported or encouraged to achieve more.

Gaining my RSci award gave me the confidence to go from “wishing it would happen” to “making it happen.”



How Did I Become A Registered Scientist?

- I knew it was awarded by Licenced Bodies such as the Institute of Science & Technology
- I'd heard about professional registration and how it captures your career development and on the job learning alongside any formal qualifications.

The UoS had just launched a major drive to get their technicians registered and this was being funded for 2 years.

It seemed like I had nothing to lose – I decided to give it a go!

The Process

First apply for membership



Straightforward application process which involved completing a personal details form, a cv and providing the names of 2 referees.



Member of the IST (MIScT)

Competency At Different Levels

RSci Tech



defined problems

RSci



complex problems

CSci



complex concepts
with self direction

Professional pathways

RSciTech

Registered
Science Technician

QCF level 3
Advanced
Apprenticeship
A-Level, NVQ3

RSci

Registered
Scientist

QCF level 5
HND, FdSc,
some Higher
Apprenticeships

CSci

Chartered
Scientist

QCF level 7
MSc, MSci, etc



CPD standards, code of conduct and competency areas are all common across the registers

Filling in the form

The application form asks you to demonstrate that you can fulfil the following competencies:

- Application of knowledge and understanding
- Personal responsibility
- Interpersonal skills
- Professional practice
- Professional standards

Receiving my Registered Scientist
award from
Tony Ryan, PVC Science UoS



Making A Difference – I wanted to achieve more...

Started to think about how I was going to get noticed and how I would make people listen to me.



- Join committees/steering groups
- Get a mentor
- Go to your manager with solutions not problems
- Develop yourself by selling the idea to your manager highlighting the benefits to the school/department
- Start a Technicians network
- Take a secondment
- Get involved with outreach/public engagement
- Not everything you do will be successful - don't be afraid to fail

I became more involved in projects that were going on outside of my department and faculty. I discovered that trying to raise the profile of technicians at Sheffield was a challenge but also very rewarding.



This also gave me the drive to take my involvement with the IST a step further and I applied for Fellowship of the IST and then shortly afterwards for Chartered Scientist.

As a result of professional registration I have been promoted and also received a career contribution award.

Congratulations on your promotion to a job you have already been doing!

But is it still better late than never?



- Substantially increased my profile
- Increased collaboration
- Recognised as a leader in promoting technical values
- Featured on UoS webpages as the first person to achieve Chartered Scientist at Sheffield
- Included in showcase of inspirational women at UoS
- Set up my own short courses which generate an income for UoS

Quote...

"I was delighted to hear that Natalie was the first person to be awarded Chartered Scientist (CSci) status by the Institute of Science & Technology. We have taken great strides in Sheffield in empowering our technical staff and supporting them through knowledge networks and opportunities for training. This is a great result for her as an individual but also for The University of Sheffield as an institution - and an acknowledgement of Natalie's leadership in this field. We are truly proud of her!"



Prof Anthony Ryan OBE – Pro Vice Chancellor
(FoS University of Sheffield)