

ICR Technician Commitment- The Scientific Officers Association (SOA)

11th April 2018
Tatiana McHardy- SOA Co-Chair
Yvette Newbatt- SOA Deputy Chair



The Institute of Cancer Research

- A public research institute that was founded in **1909** as a research department of the Royal Marsden hospital
- It joined the University of London in 2003
- We are rated in the **top four** comprehensive **cancer centres worldwide** for impact on cancer research and treatment and **top** in the overall league table in **REF 2014**
- **Our mission is to make the discoveries that defeat cancer**

Sutton Site, London



Chelsea Site, London



Scientific Officers at the ICR

- The Scientific Officers at the ICR are **the main core of technical staff** at the ICR, comprising **44%** of the research staff with roles ranging from supporting team member to supervising a research team.
- Highly skilled, **almost half of** SOs have a PhD.
- The career structure is divided in **3 groups**: Scientific Officers (85), Higher Scientific Officers (186) and Senior Scientific Officers (94).
- Until 2010, SOs were not represented in ICR committees and their views were not organised.



Scientific Officers Association (SOA)

- The **SOA** was established in **2010**. The SOA was created initially to support the **career and personal development** of Scientific Officers of all grades at the ICR.



- The SOA aims to :
 - **provide a voice** to represent the views of the SOs at the ICR and externally
 - **encourage communication** and create **networking** opportunities between Scientific Officers, in the hope that this will foster stronger relationships and promote the sharing of expertise across the ICR
 - **raise the profile** of Scientific Officers and highlight the contribution they make to scientific advances at the ICR

SOA members and representation in ICR committees

Co-Chairpersons

Tatiana McHardy/LeAnne Carmichael

Deputy Chairperson

Yvette Newbatt

Secretary

Jemima Thomas

Treasurer

Zai Ahmad

Career Development Rep

Lorenzo Buroni

Social Reps

Ian Whitmore, Lorenzo Buroni, Fran Lockie

Nexus (Intranet) Reps

Karen Swales and Joe Tym

Communication Rep

Christine Stuttle

Technician Commitment Rep

Flavia Oliveira

Staff Engagement Reps

Penny Flohr and Ana Ferreira

Athena Swan Reps

Ewa Aladowicz and Yvette Newbatt

Health and Safety Rep

Karen Swales

Learning and Development

Celia Monteiro Domingues
Barbara Ruggeri

SOA Achievements: Training and mentoring



We work closely with **Learning and Development Team** to provide:

- **Training courses** specifically tailored to the needs of SOs: **‘Lunch & Learn’ series** running since **2013** (23 sessions delivered):
 - Enables SOs to update and widen their skill base
 - Courses run over a lunch time to fit in with peoples working day
 - Technical courses run alternately with career development courses, covering areas such as time management, confident presentations and CV writing
- **A mentoring scheme for SOs** applying for promotion that was implemented in **2013**; a total of **14 SOs** applying for promotions were paired with mentors).

SOA Achievements: Travel and training bursaries

- The SOA has implemented a **travel bursary** scheme for SOs wishing to attend external conferences or training courses that will be useful to their careers.
- **£3000** has been awarded annually for the last **6 years** with a total of around **60 SOs** awarded.
- The applications are judged independently and anonymously by members of ICR faculty.
- In addition, **since 2017** we also have an **Enterprise bursary (£500)** which is awarded by our Enterprise unit for a meeting/ training related to commercialisation of results or industrial interactions.



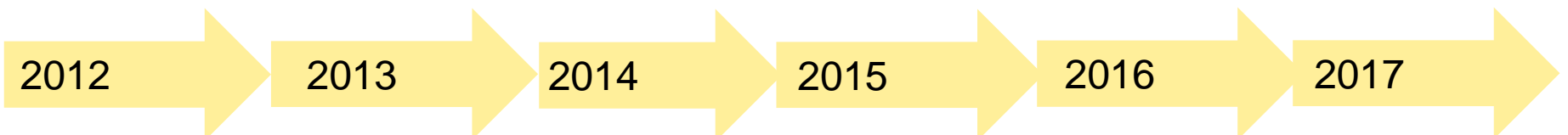
SOA Achievements: ICR Technical Conference

The technical conference is now in its **7th year** and is fully organized by a sub-committee of the SOA, composed by SOs with the aim to **increase visibility** of SOs, **foster networking** and **provide training** opportunities.



- Every year the conference has a different **theme** and usually the afternoon activity is related to that theme such as, entrepreneurship, research collaboration, team building and networking.
- In the past **6 editions**, a total of **41 talks** and **22 posters** have been presented and a total of **377 SOs** participated.

SOA Achievements: ICR Technical Conference



Talks	Talks	Talks	Talks	Talks	Talks
Networking lunch	Networking session (career speed dating)	Networking session (Team work)	Networking session (Team Building)	Networking session (Research Collaboration)	Networking session (Enterprise Unit)
½ Day	Full day	Full day	Full day	Full day	Full day
			Poster session	Poster session	Poster session
			Career Advice 121	Career Advice 121	Career Advice 121
				Scientific Officer Award	Scientific Officer Award
					Poster/Talk Presenters Prize



ICR Technical Conference: Awards



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- In **2016**, apart from the usual format we introduced for the first time the **Scientific Officers Award** (Certificate and **£50** Amazon Voucher).
- This award was created to recognise the SO/HSO/SSO contribution to effective teamwork and collaboration. All **team leaders** and **line managers** have been invited to **nominate** anyone **in or out of their team** who has shared their expertise and collaborated particularly well.
- Applications were judged by an ICR Team leader and HR Director (Mary O'Shea).



And finally... national recognition!

- The **SOA and their initiatives** (aimed at supporting the scientific officer grades) featured in the ICR's successful renewal of the **HR Excellence in Research Award**, from the European Commission in 2016
- This has since been **selected as a case study of best practice in supporting researchers by Vitae**, the national organisation who champion career development for researchers internationally



Conclusions

- The SOA has **provided a voice** to represent the views of the SO community at the ICR and externally
- We've **increased communication** and aided **networking** between Scientific officers
- We have **raised the profile** of Scientific officers and highlighted their contribution they make to scientific advances at the ICR
- **Training, mentoring** and **funding** via the SOA has been made available to increase the personal and career development of Scientific officers
- The SOA has **contributed** and **changed** the **political landscape** at the ICR

Acknowledgments

Thanks to

- All **members** of the **SOA** (past and present)
- The **Enterprise Unit**
- **Leaning and Development Team** for their funding and support:

Neil Walford

Celia Domingues

Barbara Ruggeri

Barbara Villarejo

Elise Glen

Amy Moore

Vanessa McKean

Questions?

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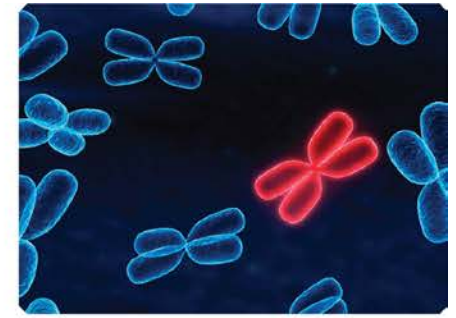
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Unrivalled
track record

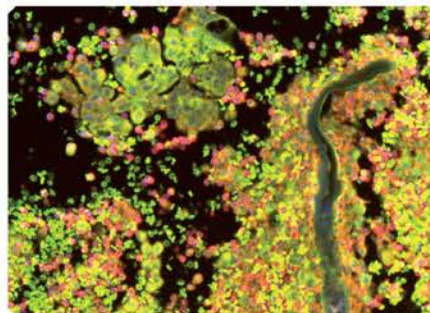
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Cancer Research



Making the
discoveries that
defeat cancer



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most influential
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