

Chartered Status

Everything you need to know





'The best of any profession is always chartered'



The RSC would like to thank its members (pictured top to bottom) Ben Greener, Pfizer, Elaine Baxter, Procter & Gamble, and Richard Sleeman, Mass Spec Analytical Ltd, for their participation and support .

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'Having a professionally recognised qualification will build my external credibility'

*Elaine Baxter
BSc PhD MRSC
Procter & Gamble*

Elaine Baxter is a Senior Scientist at Procter & Gamble (P&G). Since joining the company, she has had roles in formulation, process and technology development in skin and shaving science. She graduated in 2001, before completing a PhD on synthetic inorganic chemistry of platinum dyes with applications in solar cells. Elaine is currently working towards Chartered Chemist status through the Professional Development Programme.

Why do you want to achieve Chartered Chemist status?

My role involves science communication with people such as dermatologists, academics and the media; having a professionally recognised qualification will build my external credibility with these professionals.

How do you feel the programme has worked for you?

Working towards achieving the attributes required for the CChem award has presented me with opportunities to share my industry knowledge and help others. Specifically, I have worked on a project to develop new chemistry materials for schools in Scotland, to engage young people in how chemistry works in the personal care industry.

What do you hope the CChem award will do for your career?

P&G values leadership and working towards the CChem award is an explicit recognition of my interest in continuing professional development. The company also promotes external focus and through this scheme I have had more opportunities to develop experience in chemistry outside of the company.

About chartered status

Chartered status is a mark of professional competence and inspires public confidence and trust in science and scientists. The RSC awards:

- Chartered Chemist (CChem): a qualification awarded to professional chemists;
- Chartered Scientist (CSci): a qualification awarded to a range of professional scientists on behalf of the Science Council.

Why become chartered?

The CChem award defines excellence in the practice of the chemical sciences and shows that you are able to make a critical contribution to the success of your organisation, business or institution. By becoming chartered you will show that you are making an impact in your professional role, drawing upon highly developed chemical skills. It also demonstrates a positive attitude to your career development that could help you financially – the RSC Trends Survey shows that, on average, a member with Chartered Chemist status earns approximately £4,000 more per annum than a member who is not chartered¹.

The CSci award allows all scientists working at the full professional level to be recognised on an equal footing across a diversity of settings, from food science to environmental waste management, health psychology to nuclear physics, and mathematical modelling to chemical engineering.

For any organisation, having employees with chartered status demonstrates that staff are working at the highest standing in the practice of the chemical sciences. It also demonstrates that the organisation supports the career development and training of its current and future staff.

Chartered status builds upon academic achievement. It demonstrates that an individual has acquired professional skills in a work-based environment – skills that are much sought after by employers.

What skills and experience do I need?

Achieving chartered status signifies that you have an in-depth knowledge and critical awareness of your chosen area of chemistry and also demonstrates that you have the key competencies required by employers of chemical scientists.

Chartered status is awarded separately from admission to RSC membership. To be considered for these awards you will need to be a Member (MRSC) or Fellow (FRSC) with an RSC-accredited degree or equivalent qualification. You will also need to be employed in a position which demonstrates that the chemical knowledge and skills derived from your education and training are critical to fulfilling the requirements for the position and able to demonstrate the competencies required by chemical science employers.

To achieve Chartered Chemist status, a candidate's performance, skills and experience are measured against twelve professional attributes.

To achieve Chartered Scientist status, candidates need to show that they have a combination of high-level scientific knowledge and experience that supports the Science Council's competency statements.

¹ RSC Trends in Remuneration Survey 2010, www.rsc.org/trends



'CChem defines a level of expertise and competence that is understood and valued by many employers'

Ben Greener

MChem CChem MRSC

Pfizer

Ben graduated in Chemistry with Study in Industry in 2001 and is now a Senior Scientist in Discovery Chemistry at Pfizer Global Research and Development. His role involves synthesising complex organic molecules for biological evaluation and within his team he is a Solid Form Expert, responsible for driving solid form science to overcome drug delivery challenges. He was awarded Chartered Chemist status in 2009 through the RSC-accredited Pfizer Research Career Ladder scheme, which maps to the professional attributes required for the CChem award.

Why did you decide to apply for the CChem award?

The CChem qualification demonstrates my commitment to my work as a chemist and is recognition by a professional body of my knowledge, experience and personal achievements in chemistry. CChem defines a level of expertise and competence that is understood and valued by many employers.

What does Chartered Chemist status mean to your company?

Having this qualification is a clear statement that I am able to make a critical contribution to the success of the organisation. It demonstrates that I am taking personal responsibility for my career and professional development, a behaviour valued by Pfizer. Obtaining Chartered Chemist status through the RSC-accredited Pfizer scheme is also external recognition of the quality of the company's training.

The professional attributes for a Chartered Chemist

There are twelve professional attributes required to achieve Chartered Chemist status. These include making a significant personal contribution in your role, demonstrating and developing high-level professional skills and developing your chemical knowledge. You will also need to demonstrate foresight in carrying out tasks and offer suggestions for improvements, as well as showing that you can critically evaluate and draw conclusions from scientific data, write clear, concise and orderly documents, give clear oral presentations and plan and organise your time systematically.

You will need to demonstrate an understanding and appreciation of health, safety and environmental issues and adherence to the relevant requirements relating to your role. You will also need to show integrity and respect for confidentiality on work and personal issues and other professional attributes such as thoroughness and reliability.

Finally, you will be expected to demonstrate an ability to work as part of a team, to exert effective influence and to discuss your work convincingly and objectively with colleagues, customers and others, as well as an interest in broader developments in chemical science.

The high standard demanded to achieve Chartered Chemist status confirms its reputation as a very valuable and highly-regarded qualification.

Supporting you throughout the programme

There are two routes to gaining Chartered Chemist status:

- **The Professional Development Programme**

For candidates with fewer than ten years of professional experience, to attain the CChem award you will need to demonstrate your achievements through an individual Professional Development Programme (PDP). The PDP is designed to help you develop the required professional attributes and provides a structure for your continuing professional development. CChem is usually awarded after a minimum of two years of successful work-based training.

To guide you through the PDP route you will need the support of a mentor who will help you develop the necessary skills. The mentor is likely to be your line manager or someone else who is closely associated with your work. It is essential that they are familiar with both your day-to-day work and your strengths and weaknesses. Ideally, the mentor will also be an experienced person who is chartered.

Your mentor will meet with you on a regular basis to provide support and to review your progress at the six month, twelve month and two year stages. They will help you to assemble your portfolio of evidence, review this evidence and make a recommendation to the RSC for the award of Chartered Chemist.

The RSC provides forms that you can fill out with your mentor during these meetings to record your development. The portfolio of evidence and your final report form will then be reviewed by a panel of experienced Chartered Chemists to ensure that you have shown appropriate development of the twelve professional attributes.

There is a fee of £25 to register for this programme, and a further £25 when you submit your portfolio for review. For more information on the PDP, please visit the website. www.rsc.org/cchem



'Chartered status demonstrates that our chemists work to the highest professional standards.'

*Richard Sleeman
BSc PhD CSci CChem FRSC
Mass Spec Analytical Ltd*

Richard Sleeman is Scientific Director at Mass Spec Analytical Ltd which specialises in trace detection techniques and equipment. His role involves overseeing the company's scientific method development and recruiting and looking after professional chemists. He was awarded Chartered Scientist status in 2004 and has seen three members of his staff at the company awarded the CChem qualification.

How does chartered status benefit your company?

At Mass Spec Analytical Ltd we work in the area of forensic chemistry, which can involve court appearances. It is very important to us to be able to demonstrate our continuing competence externally, particularly to those in the legal profession. A peer-reviewed, professional qualification from a prestigious organisation such as the RSC demonstrates to the public that they can be confident that our chemists work to the highest professional standards.

Do you encourage your staff to gain chartered status and why?

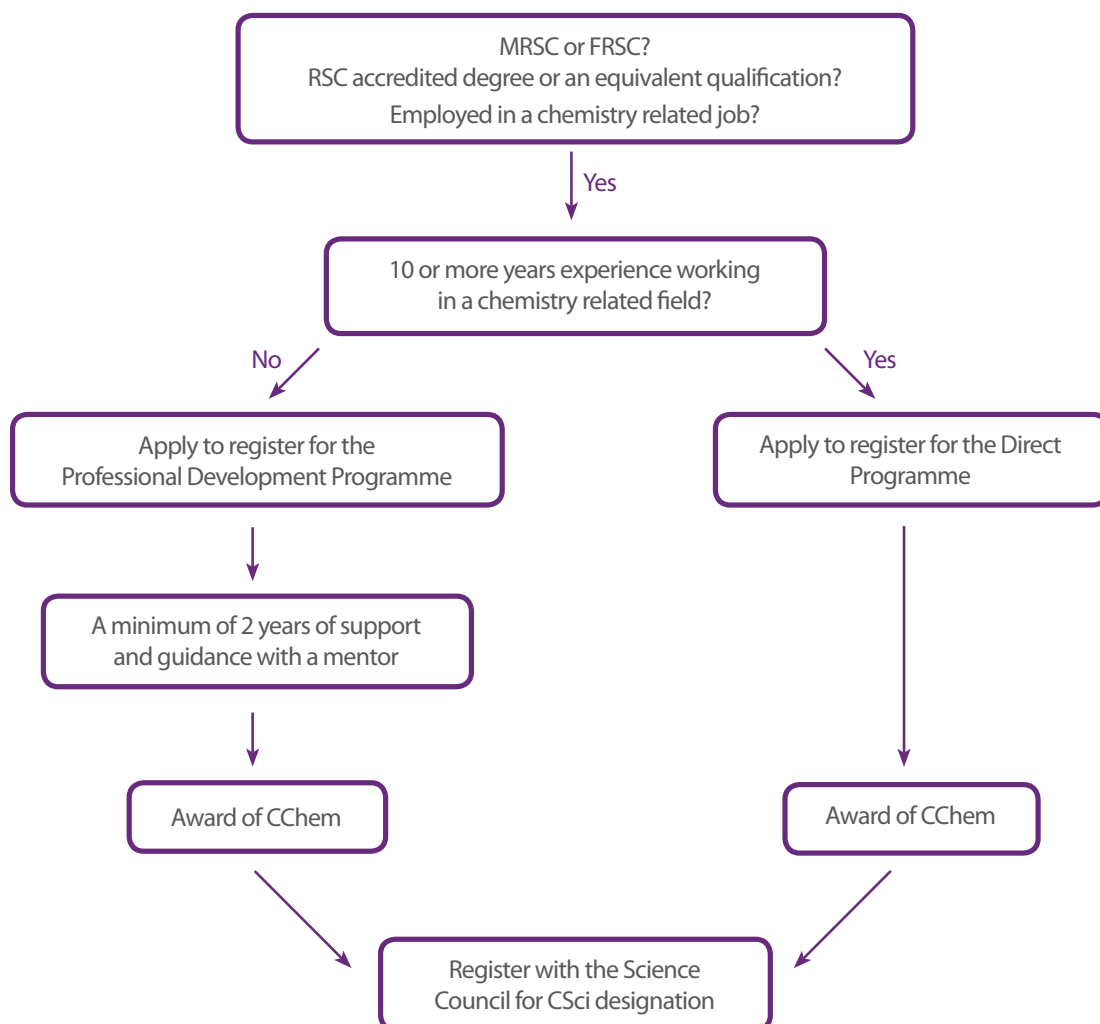
Yes. A major benefit of the Chartered Chemist scheme is that it keeps our employees in touch formally with other people in the same profession; I think it's very important for both them and the company to associate with people in similar fields and build their professional network. Also, since gaining the CChem qualification two of our employees have left us to work abroad in Canada and Australia. This goes to show what an excellent qualification it is and that it has international standing.

- **The Direct Programme**

Candidates with at least ten years of professional experience since graduating with an accredited degree, or equivalent academic attainment, in the practice, application or teaching of chemistry can apply for the Direct Programme. Candidates in this category can submit a portfolio of evidence to demonstrate their abilities (with the help of a mentor), immediately after their registration is confirmed. This portfolio needs to be submitted within a year of registering for the Direct Programme and must contain work from your most recent two years of employment. The portfolio of evidence and your final report form will then be reviewed by a panel of experienced Chartered Chemists, before the CChem qualification is awarded.

There is a fee of £50 for this programme, which covers registration and assessment. For more information on the Direct Programme, please visit the website. www.rsc.org/cchem

How to apply



Once you have achieved the CChem award, there will be an annual retention fee. For more information on this, please visit the website. www.rsc.org/cchem

Achieving Chartered Scientist status

Members who hold a Masters level qualification in science or equivalent, and who have five years of appropriate professional experience, can register for Chartered Scientist status. Attaining this award is through a similar process to the Direct Programme for CChem candidates; however, the CSci designation follows the Science Council's competency requirements rather than the twelve professional attributes for a Chartered Chemist.

There is a one-off fee of £50 for this programme, which includes the annual registration fee of £25. For more information on this, please visit the website. www.rsc.org/csci

For more information about the CSci award, please visit the Science Council website. www.charteredchemist.org

Revalidation

Members who hold Chartered Chemist and Chartered Scientist status will be required to undertake an annual revalidation process from 2011. This process is designed to keep the RSC up to date with members' continuing professional development, whilst not adding to their workload. Details of the revalidation process can be found on the website. www.rsc.org/chartered

The next step

To take the next step towards Chartered Chemist status, fill out the enclosed application form and send it to our Professional Standards Specialist, along with your current Curriculum Vitae and the required fee. Alternatively, you can download the form from the RSC website. www.rsc.org/cchem

Please refer to the Guidance Notes on the website to help you fill out the form.

If you have any questions about chartered status or would like to know more about what is involved, please refer to the website.

You can also contact our Professional Standards Specialist. Email cchem@rsc.org or telephone +44(0)1223 432141.

Once your registration is confirmed, you will be invited to start collecting evidence of your learning and achievements (Professional Development Programme), or to submit your portfolio of evidence directly (Direct Programme).

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