

Local Recruitment Strategy

January 2020 update

Background

The Francis Crick Institute is a world-leading centre of biomedical research and innovation, promoting connections between researchers and disciplines and between academic institutions, healthcare organisations and businesses. Dedicated to understanding the fundamental biology underlying health and disease, our work is helping to understand why disease develops and to translate discoveries into new ways to prevent, diagnose and treat illnesses such as cancer, heart disease, stroke, infections and neurodegenerative diseases. We are a world-class institution with a strong national role – training scientists and developing ideas for public good.

Our uncompromising commitment to excellence, emphasis on multi-disciplinary research, focus on early-career and emerging talent, novel ways of partnership working, plans to export highly talented people to other institutions, and a strong commitment to our local community, are some of the factors that set the Crick apart, enabling it to work towards five key priorities.

The Crick's five strategic priorities:

- Strategic priority 1: Pursue discovery without boundaries
- Strategic priority 2: Create future science leaders
- Strategic priority 3: Collaborate creatively to advance UK science and innovation
- Strategic priority 4: Accelerate translation for health and wealth
- Strategic priority 5: Engage and inspire the public

As one of the central pillars of the Crick's strategy, engaging and inspiring the public is led by a dedicated team and seeks to broaden and diversify the people connecting with the Crick and our science - and to achieve this goal, local engagement is vital.

We have a social duty to be an active and trusted member of our local community, contributing to a better environment for both local people and Crick staff. We know that Crick research will benefit people's health in future; however, stark health inequalities exist in our local community right now. We want to become an example of how effective local engagement can have a positive and more immediate impact on such inequalities.

Local recruitment

As mentioned above, we know that health inequalities exist in our local community. We also know that health inequalities result from social inequalities. Employing local people is a tangible way for the Crick to make a difference to local inequality, investing in the growth of local area and health of the local economy - whilst benefiting from a talented local workforce.

Our partnership with the Somers Town Job Hub lies at the heart of our local employment model. Well-respected and run by experts in tailored employment support, they provide a range of training and support for local people who are looking to return to work or change their career.

We have created a flexible, streamlined approach and work closely with the Somers Town Job Hub to improve understanding of the varied roles available at the Crick. Many entry-level roles have confusing/opaque titles; however, the Somers Town Job Hub team now understand the entry-level roles available at the Crick and the experience and skills required for each. The Job Hub are the trusted bridge between the Crick and local people, and they select suitable candidates. Of note all roles are London Living Wage.

When entry-level vacancies arise (in a growing range of roles, from Glasswash Technician to Lab Operations Assistant), Crick Human Resources and the Job Hub hold 'demystifying' events:

- The Job Hub team select potential suitable candidates
- The candidates are welcomed to the Crick for a tour including a visit to the recruiting department, allowing candidates to meet Crick staff and ask questions
- Candidates can then apply via a streamlined application process
- All candidates are interviewed

We promote this model internally and encourage our Service Partners to do the same. We are also working with the Knowledge Quarter to create a local employment charter, to encourage other local employers to adopt the above model.

Apprenticeships

This commitment extends to working closely with Camden Council's Economic Development team, to offer local apprenticeship opportunities. The Crick HR team manage the recruitment and training of apprentices within an apprenticeship strategy that asks recruiting managers to consider every vacancy as a potential apprenticeship and to give preference where possible to employing apprentices from the local area, where apprentices are;

- Resident in the London Borough of Camden, a Camden care leaver or a former Camden secondary school student;
- aged 16 years or older;
- recruited with assistance from the Council's Economic Development team with the Crick making the final choice of appointment;
- provided with a minimum of 52 weeks full time employment;
- supported to undertake relevant training which forms part of an approved apprenticeship training programme, normally through paid through day release at a local further education college; and
- provided with on the job training, mentoring and supervision.

The Crick initially focused on offering level 3 Laboratory Technician apprenticeships, and is looking to broaden the range of apprenticeship opportunities to maintain at least 5 local apprenticeships at any one time, in those areas that will enable the Crick to grow and develop the skilled workforce that we will need in the future, for example, Animal Technology, IT, HR, Finance and Facilities Management.

The Crick is committed to maintaining its focus on providing local opportunities, by ensuring expert HR support and advice is available to recruiting managers across the Crick and its Service Partners. The HR team will work closely with the Crick Public Engagement team and the Council's Economic Development team to engage local careers officers, schools and students, and to keep

informed of any national changes to apprenticeship strategy, rules and regulations - including the development and release of new Apprenticeship Standards and training programmes.

Depending on the size of contract and type of service, where services are outsourced, the Crick includes in contracts a requirement for its Service Partner organisations to support the Crick's commitment to local apprenticeships where appropriate/possible.

Work Experience

The Crick's Education programme aims to grow and diversify the community of young people studying and aspiring to work in science and STEM, and who feel like the Crick is "for them". Our programme aims to engage the 20,000+ young people aged 5-18 attending state schools in the London borough of Camden, and their teachers and families. We seek to engage every child, every year.

By building a long-term relationship and reaching young people through their schools and families, we view our outreach programme as a local pipeline; inspiring young people in Camden to aspire from a young age to work at places like the Crick, whilst helping them gain the skills, knowledge and experience that will allow them to succeed. At the same time, we hope that the feeling that the Crick is "for them" will translate into a wider appreciation of the role of science in their lives.

We have established links with over 95% of Camden mainstream schools; work with Pupil Referral Units, hospital schools and special schools; and are responsive to requests from parents who home-school.

Our work experience programme allows students living and/or studying in state education in Camden to experience first-hand the wide range of roles essential to the work of the Crick. Our extensive programme supports 14 to 19-year olds and highlights the variety of careers available, from world-leading laboratory research to the supporting business services. During placements, students are involved in a range of activities supervised by an experienced member of staff. We are committed to providing in excess of 50 placements per year to students who live and/or study in Camden.

We are also piloting a scheme for Crick scientists and operations staff to mentor local young people, which we hope will complement our work-experience programme and provide longer-term support culminating in a placement at the Crick.

Our education outreach programme supports our commitment to local employment through building skills and raising aspirations and awareness about STEM careers, at the Crick and beyond. Through our careers-related learning offer to secondary schools, we promote apprenticeships and other employment opportunities as well as develop young people's transferable skills and knowledge of the breadth of jobs in STEM and the varying routes into them, including apprenticeships and post-graduate careers. As part of the apprenticeship recruitment and planning process, we encourage teams to host a work experience placement to give potential applicants direct experience of the role.

Of note, the Crick has signed Camden Council's 21st Century Talent Pledge (STEAM Pledge) and will continue to liaise with Camden Learning and teachers from the STEAM Hub to ensure our education outreach offer is delivering against this pledge.

Strategy Review

The Crick also undertakes to review and update this strategy periodically, working in consultation with the Council's Economic Development team, to respond to the institutes changing requirements and priorities, having regard to the underlying S106 Agreement.

Reporting

The Crick will provide an annual report to the Council with an update on local recruitment, to include but not limited to, the employment profile of local apprentices, and the numbers of work experience placements taken up by young people living or studying in Camden.