IChemE Employer Partner Networking Lunch

Date: Thursday 10 December 2026
Time: 10:30 – 14:00 GMT (networking lunch served from 13:00)
Venue: National Railway Museum, Leeman Road, York, YO26 4XJ

Introduction

The Global Awards celebrate excellence, innovation and achievement across the chemical engineering profession. Taking place alongside the Awards, this Employer Partner Networking Lunch will focus on a different question:

What happens after Chartership?

Many employers have well-established pathways for graduates, apprentices and early-career professionals. However, development pathways can become less visible as careers progress, become more specialised and move towards technical leadership, people leadership or business leadership roles.

This session will bring together Employer Partner representatives to explore the opportunities and challenges facing mid-career chemical engineers, and to consider how employers and IChemE can better support professional development, career progression and engagement throughout a career.

The event will combine industry insight, facilitated discussion and networking, providing an opportunity to share experience, identify common challenges and help shape future areas of support for the profession.

The Missing Middle: What Happens After Chartership?

For many chemical engineers, development pathways become less visible after the early career stage. As careers become more specialised and leadership responsibilities grow, how can engineers continue to develop the skills, networks and opportunities they need to thrive?

The discussion will explore the mid-career experience through five themes:

Theme	Focus
Technical Development	Maintaining technical excellence and professional competence
Career Progression	Navigating progression beyond the early-career stage
Leadership & Influence	Developing future technical and organisational leaders
Professional Identity & Community	Remaining connected to the profession throughout a career
Recognition	Incentivising mid-career employees to stay in an increasingly competitive market

RSVP

If you haven't already done so, please register your attendance by following this registration link, please ensure you let us know of any access and dietary needs when promoted. If you have any questions about the event, please contact us at membersupport@icheme.org.

Agenda

Time	Agenda item
10:30 – 11:00	**Arrival and refreshments**
11:00 – 11:10	**Welcome** and introduction to the discussion theme **Ian Stewart, Head of Regional Engagement, IChemE**
11:10 – 11:30	**Setting the Scene: Mid-Career Chemical Engineers in 2026** Insights into talent availability, recruitment challenges, career drivers and workforce trends. **Lee Knowles and James Dawson, Adepto Technical Recruitment**
11:30 – 12:05	**Discussion 1: Understanding the Mid-Career Challenge** Exploring the opportunities and challenges facing chemical engineers beyond the early-career stage.
12:05 – 12:15	**Refreshment break**
12:15 – 12:45	**Discussion 2: Supporting Success Through the Mid-Career Stage** Identifying practical actions that employers, professional bodies and individuals can take to strengthen long-term career development and engagement.
12:45 – 12:55	**Reflections, priorities and key takeaways**
13:00 – 14:00	**Networking lunch**
14:00 onwards	**Professional Development Taster Sessions (see below)**

Joining Instructions

Arrival

Please arrive from 10:30 for tea and coffee ahead of the session start at 11:00.
On arrival, please report to reception where you will be directed to the meeting room.

Dress code

Business casual.

Travel and parking

By rail
The National Railway Museum is approximately a 10-minute walk from York railway station.

Step-free route

- Exit the front of York Station and turn left
- Pass the Milner Hotel and turn left onto Station Rise
- Continue to the Marble Arch pedestrian tunnel. At this point, you join the same route as visitors from the city centre
- Go through the tunnel, cross the road, then turn left and follow the signage along Hudson Boulevard
- Follow signage to the museum entrance

Alternative route (unsuitable for wheelchair users or pushchairs due to staircase):

- From inside the station, take the footbridge over the platforms and exit at the rear stairs
- Cross the street and turn left to join Hudson Boulevard
- Follow signage to the museum entrance

By car
For drivers coming from the City Centre, follow Cinder Street and Park Street, until you reach the intersection near Kingsland Terrace. Continue straight on, to travel down Leeman Road towards the museum.

Accessibility

If you have any accessibility or dietary requirements that have not already been shared with IChemE, please contact the team in advance at membersupport@icheme.org.

Additional Activities at the National Railway Museum

Attendees are warmly encouraged to make the most of the wider programme taking place alongside the IChemE Global Awards.

Following the Employer Partner Networking Lunch, a number of complementary professional development and networking opportunities will be available throughout the afternoon.

Global Awards Finalists Networking Event

14:30 – 16:30
Meet Global Award finalists, sponsors and members of the wider chemical engineering community. The session will include short presentations and technical insights from award sponsors and provide an opportunity to learn more about some of the projects, innovations and achievements being recognised through the Global Awards programme.

Professional Development Taster Sessions

A series of complimentary interactive workshop sessions will be available during the afternoon.

Principles of Workplace Health & Wellbeing Leadership
The Keil Centre
Session 1: 14:00 – 15:30
Session 2: 15:30 – 17:00
This interactive session explores the recently launched Principles of Workplace Health & Wellbeing Leadership, developed in response to the Health and Safety Executive's prevention agenda.
Participants will gain practical tools and approaches to support leadership, management and wellbeing within their organisations.
Suitable for: Senior leaders, managers and anyone with responsibility for people, culture or workplace wellbeing.

Management Essentials for Chemical Engineers
Jamie Cleaver
14:00 – 15:30
Many engineers move into management roles with limited formal management training. This practical session explores common management challenges and introduces tools and approaches to help engineering managers lead effectively.
The session also provides a preview of IChemE's updated Essential Management for Chemical Engineers course.
Suitable for: Engineers with management responsibilities or those considering a future leadership role.
Please note: Places are limited to 20 participants.

Tools to Handle Challenging Conversations at Work
Equate Scotland

15:30 – 17:00
Through an interactive and practical workshop, participants will explore active listening and assertive communication techniques that can help navigate difficult workplace conversations, challenge bias and improve professional relationships.
Suitable for: Anyone looking to strengthen communication, leadership and interpersonal effectiveness.
Please note: Places are limited to 20 participants.

Appendix

Suggested Pre-reading

Here is some prereading that may help to facilitate conversations

Previous IChemE Partner meeting summaries

Recent Employer Partner discussions exploring workforce development, future skills, employability and pathways into the profession.
Employer Partners explore workforce trends through the IChemE Employment Survey (April 2026)

IChemE Employment Survey 2025

The Employment Survey provides an overview of workforce trends across the chemical engineering profession, including employer perspectives on graduate capability, skills development, recruitment challenges and future workforce needs.
https://www.icheme.org/about-us/news-releases/icheme-publishes-latest-employment-survey-results/

Engineering Council: Engineering Workforce and Skills Reports

Insights into competence, professional development and workforce challenges affecting the wider engineering profession.
https://nepc.raeng.org.uk/policy-work/engineers-2030/the-future-of-engineering-education-and-skills-engineers-2030/

IChemE, November 2026.