

Careers and Leadership in Science & Technology

Professor Rachel A Mills
Senior Vice President Academic



My Career Journey



Science & Technology Careers in Higher Education

Barriers to entry and progression

Lack of diversity

Cost of living crisis

Fixed term contracts

Workload and future uncertainty

Culture wars

Industrial relations



Autonomy and flexible working

Academic freedom

Ready made networks

Global reach and impact of the UK HE sector

Purpose and social justice



10 Steps to Build a Successful Career in Science & Technology

1. Work with the best people in the field on important problems
2. Work out what environments you thrive in
3. Work out how to find/build/create this environment
4. Build your international reputation – get out and get seen
5. Be your own coach, get yourself a coach
6. Build and celebrate the successes of your students, your colleagues, your collaborators, your team
7. Be generous with ideas and opportunities
8. Get yourself a mentor, mentor others
9. Connect people, build and nurture your network
10. Look after yourself, your whole self



Movement Between Science & Technology Sectors



Leadership for Tomorrow's World



1. Team leadership approach works well in University sector which is made up of multiple, intersecting teams
2. Align team and individual activity to the overall plan for the organization, the sector, the discipline – clarify roles and expectations
3. Allow all team members to play to their strengths: recognize and reward the best
4. Coaching is key for individuals and teams, development and training is essential
5. Bring whole self to the role, be generous with access to networks, build bridges, build partnerships

Thank you

Rachel.Mills@kcl.ac.uk

@RachelAnnMills