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MEETING ABSTRACT

A4.4

Tailored workplace-based learning for successful regulatory professionals

Jonathan TRETHOWAN*

TRAC – The Regulatory Affairs Consultancy, United Kingdom

Entry into Regulatory Affairs is challenging. Employers seek candidates with scientific training and regulatory experience to fill vacant positions, whilst excellent candidates cannot gain the experience required. As global demand increases, new approaches to attracting and developing talent are needed, including promoting this career to undergraduates, recruiting new graduates, recruiting from other disciplines and providing all with the appropriate structured development programmes.

TRAC, The Regulatory Affairs Consultancy, has successfully trained more than twenty new graduates over a 10-year period, addressing a skills shortage due to geographical factors. Their process for the recruitment of candidates, and their training and development through interactive learning, on the job experience, and a system of internal company "buddies" or mentors will be discussed, as well as the potential for this to fold into an industry-recognised apprenticeship programme. The role of the professional body, TOPRA (The Organisation for Professionals in Regulatory Affairs) in supporting members with formal training, peer-to-peer networks, a defined competency framework and a set of standards for professional behaviour will be explored. The importance of independent CPD recording through the professional body will be discussed in the context of how educational qualifications, membership status and professional qualifications can be aligned.

*Presenting author e-mail: jtrethowan@tracservices.co.uk