



BCGA Emerging Professionals Network

Charter and Strategic Plan



British
Compressed
Gases
Association

Foreward

On behalf of the Council of the British Compressed Gases Association, I am delighted to introduce the BCGA Emerging Professionals Network Charter and Strategic Plan.

Our industry is built on technical excellence, an uncompromising commitment to safety, and the expertise of the people who dedicate their careers to it. As the sector continues to evolve – through innovation, regulatory change, energy transition, and emerging technologies – it is vital that we actively nurture and empower the next generation who will shape its future.

The establishment of the Emerging Professionals Network marks an important step in strengthening succession, broadening participation, and creating meaningful development pathways within BCGA and its member companies. This Charter clearly defines the Committee's mission, governance, and objectives, ensuring that its work is purposeful, measurable, and aligned with BCGA's wider strategic priorities and safety mission.

I am particularly encouraged by the practical and forward-looking initiatives outlined in this plan: embedding a Emerging Professionals track across BCGA activities, launching a structured mentoring programme, creating a skills and development passport, strengthening links with professional development bodies, and establishing an annual Emerging Professionals Network Forum. These initiatives will not only support professional growth but will also enrich BCGA's technical committees, events, and communications with fresh perspectives and diverse thinking.

The Emerging Professionals Network is not simply about developing individuals – it is about strengthening our entire industry. By fostering collaboration across generations, supporting knowledge transfer, and encouraging active participation in BCGA's work, we ensure continuity of expertise and reinforce our shared commitment to safety, innovation, and excellence.

I would like to thank the members of the Emerging Professionals Network who have contributed to the development of this Charter and Strategic Plan. I encourage all member companies to support this initiative by identifying and enabling talented individuals within their organisations to engage with the Committee's work.

Together, we can ensure that BCGA continues to uphold the highest standards of safety today while cultivating the leaders who will shape our industry's future.



Sally Jollands
Luxfer Gas Cylinders
Chair of BCGA
Emerging Professionals
Network

As Vice Chair, I fully support the ambitions set out in this Charter. The Emerging Professionals Network represents a powerful opportunity to strengthen engagement, build capability, and ensure the long-term resilience of our industry. I look forward to working with members to turn this strategy into meaningful action.



Rob Mitchell
Air Products
Vice Chair of
BCGA Emerging
Professionals Network

MISSION

By empowering the next generation of industry leaders from BCGA member companies, the committee plays a key role in shaping the industry's future. Through purposeful engagement, it provides emerging professionals with opportunities to contribute to BCGA initiatives, grow their leadership and technical expertise, expand their professional networks, and advance their careers in alignment with BCGA's safety mission.

The role of the BCGA Emerging Professionals Network is to:

-  facilitate vision and strategy setting for programs and initiatives related to young and emerging professionals in the gases industry;
-  develop stronger succession pathways that ensure sustained technical expertise and leadership growth within BCGA and its member companies;
-  create opportunities for industry emerging professionals to build relationships, expand their skills, build on their industry knowledge, support continuous professional development and advance their careers;
-  support BCGA's safety mission by driving engaged emerging professionals into active participation in technical committees and the wider work of the BCGA and;
-  enhance networking opportunities between emerging professionals and BCGA's wider membership, fostering meaningful dialogue and collaboration that leads to practical solutions for industry projects and challenges;

**EMERGING
PROFESSIONALS
NETWORK
ORGANISATION
AND MEMBERSHIP**

MEMBERSHIP

The BCGA Emerging Professionals Network is a standing committee open to persons employed by current BCGA members who are age 45 and younger or who are new to their role in the industry. New members may be nominated by contacting the BCGA staff assigned to the committee. There are no term limits on general committee member participation.

LEADERSHIP

The committee shall be led by a chair and vice chair appointed through the process defined by BCGA. The Chair will hold this position for three years at which point the position is open to new applicants.

Working groups will be formed to address major committee initiatives. These task forces will be led by the appointed chair or vice chair and populated by members of the committee.

STAFF LIAISONS

BCGA staff will provide administrative and project management support for the committee, working groups, and all events including scheduling of meetings, circulation of meeting agendas and minutes, hosting of meetings and events, etc.

GOVERNANCE AND REPORTING

The committee reports to the BCGA Council. BCGA staff will work with committee leadership to develop and provide reports to BCGA's Council. Liaisons from these groups may be invited to attend committee meetings and events.



COMMITTEE OBJECTIVES, TACTICS, AND METRICS

Strengthen the Role and Visibility of the Emerging Professionals Network

ACTION: Define a clear remit and annual work programme for the Emerging Professionals Network aligned with BCGA's strategic objectives.

GOALS AND METRICS:

- Quarterly updates to Council.
- Annual report outlining activities, engagement, and recommendations that is shared with the wider BCGA membership.

OUTCOMES:

- Increased recognition of the committee's value.
- Clear pathways for leadership within BCGA structures.

Establish a "Emerging Professionals Network Track" Across All BCGA Activities

ACTION: Embed emerging professionals participation in BCGA activities by:

- Increasing representation in BCGA Technical Sub-Committees, webinars and working groups
- Increasing attendance at BCGA networking events such as the BCGA Conference
- Develop pathways for members that are non-technical but hold important positions within the industry (e.g. marketing and communications)

BY:

- Working with emerging professionals to identify and address barriers to committee participation.
- Host events with BCGA Council, BCGA technical committee stakeholders and Emerging Professionals Network members to provide an overview of real-world committee activities and generate opportunities for networking.
- Publish new member onboarding materials providing guidance on navigating BCGA's member website, reviewing available resources and where to find them, and providing an overview of BCGA committee processes.
- Define and communicate the value of participation in BCGA committees and events for individuals, their employers, BCGA, and the industry.
- Engage emerging professionals in an evaluation of BCGA committee meetings and work processes, and where possible modify those areas to be more effective and accessible. This will be achieved using polls in committee meetings and a Emerging Professionals annual feedback survey.
- Create a work programme in each BCGA TSC for tasks that can be completed by the Emerging Professionals Network.

GOALS AND METRICS:

- Minimum of one emerging professional per technical committee that provides regular feedback on the structures and contents of the committees
- Create a reserved speaking/presentation slots at BCGA events.

OUTCOMES:

- Enhanced diversity of thought.
- Greater visibility of younger professionals across BCGA.

Launch a BCGA Mentoring Programme

ACTION: Match early-career professionals with senior figures in the industry. Create a survey for the entire BCGA membership to guide the structure of the programme. Members will also be asked to notify their interest in taking part in a BCGA mentoring programme and to provide their key skills/knowledge base and experience. This information will be used to create a database to match mentors and mentees.

GOALS AND METRICS:

- Year-long structured mentoring cycles.
- Mid-year and end-of-year feedback reports.

OUTCOMES:

- Improved knowledge transfer and career development.
- Stronger cross-generational connections within the sector.

Create a Skills and Development Passport

ACTION: Design a BCGA-branded “skills passport” documenting leadership, technical, and soft skills gained through engagement.

GOALS AND METRICS:

- Digital record of committee participation, training, mentoring, and events.

OUTCOMES:

- Career-enhancing asset for participants.
- Demonstrates BCGA’s commitment to talent development.

Partner with Professional Development Bodies

ACTION: Identify and prioritize emerging professionals’ needs for technical education, professional development, and networking by:

- Developing programming designed to address specific needs identified by the Emerging Professionals Network and facilitate technical knowledge transfer.
- Formalising links with organisations such as the Chartered Management Institute (CMI), the Institute of Leadership and Management (ILM), Institution of Mechanical Engineers (IMechE) and Institution of Chemical Engineers (IChemE) to offer leadership and management training to Emerging Professionals.

GOALS AND METRICS:

- Agree discounted training offers for emerging professionals.
- Co-badged workshops or online modules.

OUTCOMES:

- Access to accredited professional development.
- Reinforces BCGA’s reputation as an incubator of future talent.

Run an Annual Emerging Professionals Network Forum

ACTION: Organise an annual event focused on issues of interest to younger professionals and emerging technologies. Breakfast meeting where Emerging Professionals can present their projects/work/university dissertations in an informal setting. Include technical presentations and/or panel discussions with industry subject matter experts.

GOALS AND METRICS:

- Event programme co-designed with Emerging Professionals Network.
- Survey participants to assess satisfaction and gather feedback for continuous improvement, ensuring the event remains relevant and engaging across generations.
- Outputs fed into BCGA policy and strategy.

OUTCOMES:

- Platform for showcasing innovation and leadership.
- Builds confidence and community among emerging professionals.

Integrate Emerging Professionals Into BCGA Communications

ACTION: Include emerging professionals in podcasts, blogs, briefings, and social media takeovers.

GOALS AND METRICS:

- Regular features on BCGA channels.
- Emerging Professionals “spotlight” stories on BCGA channels and website.

OUTCOMES:

- Greater engagement with younger audiences.
- Humanises and energises BCGA’s communications.

Online Experience/Knowledge Sharing

- Invite BCGA members to hold online sessions/webinars to share topics/skills they are good at that others can learn from.
- Create a space of archived footage that Emerging Professionals can refer to if they weren’t able to attend.
- Have an anonymous online platform where members can ask questions to other members and have them answered – impart and gather knowledge



Monitoring Success

- Track participation rates in technical committees and events.
- Measure satisfaction and outcomes through annual surveys.
- Report annually to the BCGA Council and include KPIs in the overall BCGA Strategy Framework.