

# Competencies for Food Graduate Careers (CFGC)

Alphabetical list of the 48 *Elements* and their associated definitions defined by employers

Revision June 2023

<b>Academic Expertise</b> Evidence of the required level of academic ability whether by degree calibre, further study or specific competencies such as research, evaluation, speaking or writing.
<b>Acceptance of Ambiguity</b> Appreciation that there may be different ways of achieving a result or more than one positive outcome.
<b>Adaptability</b> A constructive approach to handling change.
<b>Application of IT</b> The ability to work and understand confidently with spreadsheets and other computer packages and have additional skills with other software, databases or systems as the role requires.
<b>Collaboration</b> Working with others for mutual benefit.
<b>Commercial Awareness</b> The required skills to develop a competitive business in terms of supply chain efficiency, market performance, product development & costings.
<b>Confidence</b> Having the self-assurance to process information and situations and then undertake the required actions.
<b>Critical Thinking</b> Objectively analysing the facts and situations of an issue to form an evaluated judgement.
<b>Cultural Sensitivity</b> Appreciation of different cultures and practices that impact on ways of working and customer needs such as religious and dietary requirements.

<p><b>Decision Making</b></p> <p>Making a considered response to an issue. Taking direct action or escalating as appropriate to gain traction on the matter.</p>
<p><b>Digital Capability</b></p> <p>The ability to participate, create and collaborate in a digital world.</p>
<p><b>Emotional Intelligence</b></p> <p>Understanding yourself, others and the situation then adapting how you work for best results.</p>
<p><b>English Proficiency</b></p> <p>Possessing the required level of English understanding to give effective communication of all types.</p>
<p><b>Entrepreneurship</b></p> <p>To see an opportunity and exploit it for beneficial effect.</p>
<p><b>Environment and Sustainability</b></p> <p>Feeding the world, looking after the planet.</p>
<p><b>Global Supply Chain</b></p> <p>Appreciation of how to operate a successful food business across nations, commercially, in light of current issues and most importantly ensuring robust transparency.</p>
<p><b>Handling Data</b></p> <p>The ability to understand, manipulate and present data with confidence (this may include handling large and complex data sets).</p>
<p><b>Independence</b></p> <p>Capacity for self-directed operation.</p>
<p><b>Initiative</b></p> <p>Taking active steps when you see it's needed, without prompting.</p>
<p><b>Inclusive Workplace</b></p> <p>Ability to embrace and maximise the benefits of working with colleagues and associates with different backgrounds, nationalities, beliefs, etc.</p>

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**Innovation**

Generating an idea or item that's better or original.

**Leadership**

The ability to gain the respect, trust and confidence of others, which realises the best in people to deliver success in the workplace.

**Listening**

Providing the correct environment to allow for engaging discourse and ensuring the required comprehension has been gained.

**Negotiation and Influencing**

Getting the best outcomes for all parties by being persuasive in your approach when working towards an objective.

**Networking and Relationship Building**

Positive approach to establishing suitable internal and external contacts, nurturing these links to allow for optimum working connections and managing them.

**Open-Minded**

Willing to consider new ideas or the points of view of others.

**Passion for Subject**

Finding the Food Industry fascinating.

**Personable**

Social qualities that are likeable to others in a variety of contexts.

**Personal Responsibility**

Being fully aware of what you are accountable for and owning all outcomes, good or bad.

**Planning and Organising**

Remaining in control of activities under your responsibility and completing tasks to agreed deadlines.

**Positive Attitude**

Proactive and constructive in communications and tasks.

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**Professionalism**

Having personal presentation and behaviours appropriate for your business.

**Questioning Approach**

Taking genuine interest in finding out the answer or challenging the status quo.

**Reliability**

Trustworthy, consistent in meeting objectives and never letting you down.

**Resilience**

Responding positively to adverse situations and persevering.

**Resourcefulness**

Finding a way to achieve your goals and overcome problems.

**Self-Awareness**

Understanding what you can do well and how you may be perceived by others and then developing your contributions and behaviours positively.

**Self-Development**

Owning your own future development in your current role and beyond.

**Self-Motivated**

Delivering energy and just getting on with it!

**Specific Technical Aspects**

Demonstration of experience or knowledge in your field or a particular scientific area the employer deems essential or desirable to fulfil the role.

**Teamworking**

Valuing the contributions of others and being committed to getting the best out of working together towards a common goal.

<p><b>The Mechanics of Business</b></p> <p>Appreciation of generic commercial aspects of handling money such as types of costs, profits, reports &amp; risk.</p>
<p><b>Thoroughness and Attention to Detail</b></p> <p>Meticulous, careful and accurate.</p>
<p><b>Values and Credibility</b></p> <p>Understanding and respect for ethical and social considerations pertinent to the larger food industry and your specific sector; this includes authenticity matters.</p>
<p><b>Verbal Communication</b></p> <p>Consciously choosing the content and style of your delivery to suit the target audience whatever the size and context. Checking your message has been understood.</p>
<p><b>Work Experience</b></p> <p>Proven record of relevant employment, to demonstrate understanding of workplace expectations (this may be stipulated as food industry based).</p>
<p><b>Working Under Pressure</b></p> <p>Establishing your personal approach to balancing demands and challenges in working life.</p>
<p><b>Written Communication</b></p> <p>Producing clear structured work in a precise way that can be clearly followed by the intended audience.</p>

*please turn over*

## Competencies for Food Graduate Careers

### Matrix of Highly Desirable or Essential Elements for Each Role

	Company Graduate Scheme	Customer Support Technologist	Factory Based Technologist	Laboratory Technician or Technologist	Law and Regulatory New Graduate Role	NPD, Development or Process Role	Nutritional Graduate Role	PhD or other Postgraduate Research Role	Research or Materials Technician/Technologist	Retail Technologist	Sensory Technologist	Specifications or Quality Systems Technologist	Sustain, Environmental, Ethical or Threat Management Roles	Taught Postgraduate Role
Academic Expertise														
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Adaptability														
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Collaboration														
Commercial Awareness														
Confidence														
Critical Thinking														
Cultural Sensitivity														
Decision Making														
Digital Capability														
Emotional Intelligence														
English Proficiency														
Entrepreneurship														
Environment and Sustainability														
Food Industry Experience														
Global Supply Chain														
Handling Data														
Independence														
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Working Under Pressure														
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## Associated Documentation and information:

Later papers are focussed on the use of CFGC for teaching and careers education

- UoN/IFST White Paper outlining the project and displaying the 14 typical graduate roles  
<https://www.ifst.org/resources/competencies-food-graduate-careers>
- UoN interactive tool <http://www.nottingham.ac.uk/go/foodcareers>
- Infographic Posters for each of 14 typical graduate roles and case studies from graduates (on the IFST site above as pdfs)
- Weston, E., Crilly, J., Mossop, L., & Foster, T. (2017). Competencies for food graduate careers: developing a language tool. *Higher Education Pedagogies*, 2(1), 101-115.  
doi:10.1080/23752696.2017.1366275
- Weston, E., Foster, T., Crilly, J., & Mossop, L. (2020). Development of a Professional Competency Framework for UK Food Science Graduates. *Journal of Food Science Education*, 19(1), 10-25.  
doi:10.1111/1541-4329.12173
- Weston, E., Benlloch-Tinoco, M., Mossop, L., McCullough, F., Foster, T. (2020). Curriculum mapping food science programs: An approach to quantification of professional competencies. *Journal Food Science Education*, 19 (2), 97– 108. <https://doi.org/10.1111/1541-4329.12182>
- Weston, E. J. E., Millman, C., Setarehnejad, A., Bennett, E. J., Oruna-Concha, M. J. (2021). Career management for UK food degree students at multiple institutes using an industry-developed professional competencies framework. *Journal Food Science Education* ; 20, 99– 109. <https://doi.org/10.1111/1541-4329.12224>

