

THE INTERNATIONAL YOUNGER CHEMISTS NETWORK NEWSLETTER

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Upcoming Events and Activities in 2019 and 2020

19 – 22 November	Quito, Ecuador	IV International Congress of Nanoscience and Nanotechnology
22 – 23 November	Thessaloniki, Greece	3rd Chemistry Conference of Graduate, Postgraduate students and PhD candidates in the Aristotle University of Thessaloniki
10 – 11 December	Veldhoven, Netherlands	CHAINS 2019
26 – 29 January 2020	Sitges, Spain	15th EYCN Delegate Assembly
19 – 21 February 2020	Blankenberge, Belgium	ChemCYS 2020



Support Wanted

Do you or your organization want to support IYCN and its progress?

Please contact us via the following e-mail address: iycn@iupac.org.

We are searching for financial support for travel awards and poster/oral-presentation awards.

Open Positions

We are looking for highly motivated chemists to join the IYCN team! If you are interested in joining IYCN please visit the Membership section of our website and fill out the membership form there.

<https://www.iycnglobal.com/membership>

Short Summary of IUPAC 2019 Paris

IYCN organized a variety of younger chemist events during the 47th International Union of Pure and Applied Chemistry (IUPAC) General Assembly and World Chemistry Congress in Paris, France. This year's conference was a particularly special gathering, as 2019 marks both the 100th anniversary of IUPAC and the United Nations' International Year of the Periodic Table (IYPT).

Notably, this General Assembly was also the first to take place since IYCN and IUPAC signed a Memorandum of Understanding in 2017, establishing IYCN as an IUPAC-affiliated organization. We had a highly visible platform to advertise our events and the ongoing projects within IYCN to a wide international audience. In July alone, IYCN reached nearly 240,000 people through our social media channels and has now over 2,500 followers!

IYCN Recognition at IUPAC Events

IUPAC100 Celebration Ceremony

A unique opening ceremony was held on the conference's main stage to celebrate the many accomplishments of IUPAC100 -- the shining star of which was the Periodic Table of Younger Chemists (PTYC), co-sponsored by IYCN and spearheaded by one of the IYCN's founding members, Dr. Christine Dunne. The final element awardees were announced and recognized on stage before the completed version of the PTYC was unveiled for the first time.

A large portion of this ceremony was devoted to a roundtable discussion between the now-President Elect of IUPAC, Dr. Javier Martinez, and IUPAC100 committee members about the role that younger chemists will play in the future of IUPAC and beyond. One of the IUPAC100 organizers was IYCN's Dr. Hooi-Ling Lee, who highlighted the ever-quickenning momentum of IYCN:

"Currently, I am with the IYCN Public Outreach group. The group started with five very passionate young female chemists from different countries. Now, we have 10 members of both genders. Looking back, it is indeed a great achievement."

She went on to vocalize the importance of younger chemists in facilitating the growth of IUPAC:

"I envision the future of IUPAC will be a platform for younger chemists and senior chemists to collaborate and form an inclusive, forward-looking organization. We will utilize the enthusiastic energy of younger chemists, while at the same time receive mentoring from senior chemists."

Also on stage, as an IUPAC100 organizer, was IYCN Social Media committee member Dr. Nnanake-Abasi O. Offiong. When asked by Javier to name an example of how younger scientists make a difference in the chemistry profession, Nnanake cited IYCN's outreach competition about climate change experiment, describing it as:

"...a source of dynamic change and a way to contact underrepresented groups within our profession."

The IUPAC100 Celebration was a highly attended event and we are excited that IYCN had a strong presence during this ceremony!

IUPAC100 Sorbonne Ceremony

A separate, invitation-only ceremony was hosted later in the week for (mostly) IUPAC Council Members at the Sorbonne University. Following talks from the French Minister of Higher Education, Research, and Innovation, the Vice-President of research at Sorbonne University, and the Director-General of UNESCO, IUPAC President Prof. Qi-Feng Zhou delivered an empowering speech about the current accomplishments and future directions of IUPAC. During this speech, he cited the IYCN as one of the primary avenues through which IUPAC is prioritizing the involvement of younger chemists within the organization. We are very excited to have received this recognition, as it speaks great volumes about the success of IYCN during its first two years as an active organization.

Events Organized by IYCN

General Assembly

After much preparation, IYCN hosted its inaugural General Assembly organized by the Governance steering committee – a day-long meeting that gathered younger chemists from all over the world to determine the future of IYCN. The group consisted of 43 delegates from 33 countries, with no more than two delegates from the same country. Both in-person, and virtual attendance was made possible on the day. The first half of the GA was dedicated to electing the 2019-2021 Executive Board and revising/finalizing IYCN's Statutes & Bylaws. The latter half of the day consisted of a strategic planning session, which reformulated IYCN's Vision and Mission statements and drafted a set of short- and medium-term goals, which will direct the activities for each steering committee over the next 2-5 years. We will continue collecting input from the 2019-2021 IYCN delegates leading up to the next IYCN General Assembly, to be held concurrently with the next IUPAC General Assembly in Montreal, Canada, in 2021.

IYCN Symposium

Immediate-past Conference Presence Chair, Dr. Catherine Rawlins, facilitated the IYCN Symposium, filled with talks about professional development and the personal success stories of empowered young leaders in chemistry. IYCN had the unique opportunity to interact with Dr. Georg Wießmeier, the CTO of Sibelco Group, and Ms. Michelle Lucas, a Talent Acquisition Business Partner at Sibelco, as part of a Think Tank discussion which demystified the opportunities for younger chemists in a professional industry. We would like to thank the French Young Chemist organizing committee for giving us the opportunity to work with them and for including us in their program!

A Celebration of Australian Chemistry

IYCN and the Australian Academy of Science (AAS) co-organized a cocktail reception to showcase Australian chemistry research, with an emphasis on highlighting industry and

research opportunities and providing an environment for networking. Opening addresses from Prof. Frances Separovic on behalf of the AAS, Mr. Ken Xie, who is the Premier Secrétaire at the Australian Embassy in France, and Dr. Lori Ferrins on behalf of IYCN emphasized the importance of collaboration.

Royal Society of Chemistry (RSC) – Curriculum Vitae (CV) Workshop

Led by the RSC's Dr. Robert Bowles, this working lunch unpacked the most effective ways to cater our CV to different job postings. When we prioritize our skills differently according to each and every prospective position, it helps us avoid the “black hole” where our job applications never get read! The workshop was interactive and the 20 or so participants divided into pairs to work with an example job description and discuss the ways you would tailor your CV. Robert's advice was very insightful about what language to use and the best way for your CV to pass through the HR screening. This workshop served as a particularly engaging event which enabled the best young minds to find the best new jobs.

IUPAC / IYCN Poster Session

The IYCN Conference Presence steering committee assembled and oversaw a highly-attended poster session, which highlighted the projects of younger chemists from all around the world, and/or professional development programs open to younger chemists. Posters from each of the IUPAC divisions were also present, along with posters from the ACS and RSC, who were co-sponsors of the event. This provided all the attendees a greater insight into the operations of IUPAC and showcased a fresh perspective on the priorities of today's international younger chemists.

Bailey Mourant and Lori Ferrins



Delegates and active members attending the General Assembly in Paris

IYCN's Updated Mission and Vision

During our General Assembly in Paris, in July 2019, we reworked our vision and mission statements. A very fruitful discussion between delegates, active volunteers and observers crafted two fitting statements.

Vision

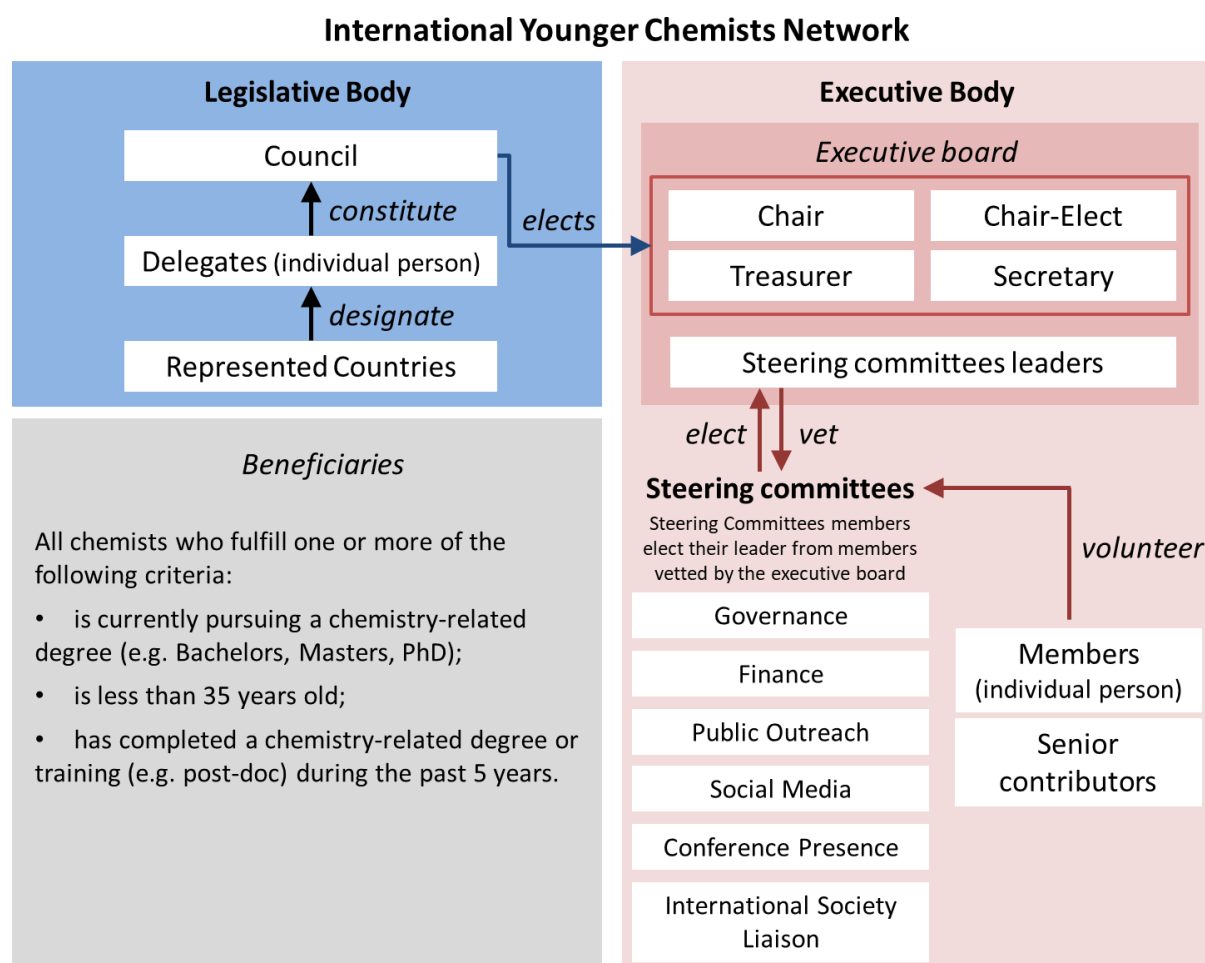
Connect and empower younger chemists globally

Mission

The International Younger Chemists Network (IYCN) supports and advocates for younger scientists working across the chemical sciences towards a globally sustainable future

IYCN's Structure in a Scheme

In the following scheme you can see the updated structure of IYCN which was developed during our General Assembly in Paris.

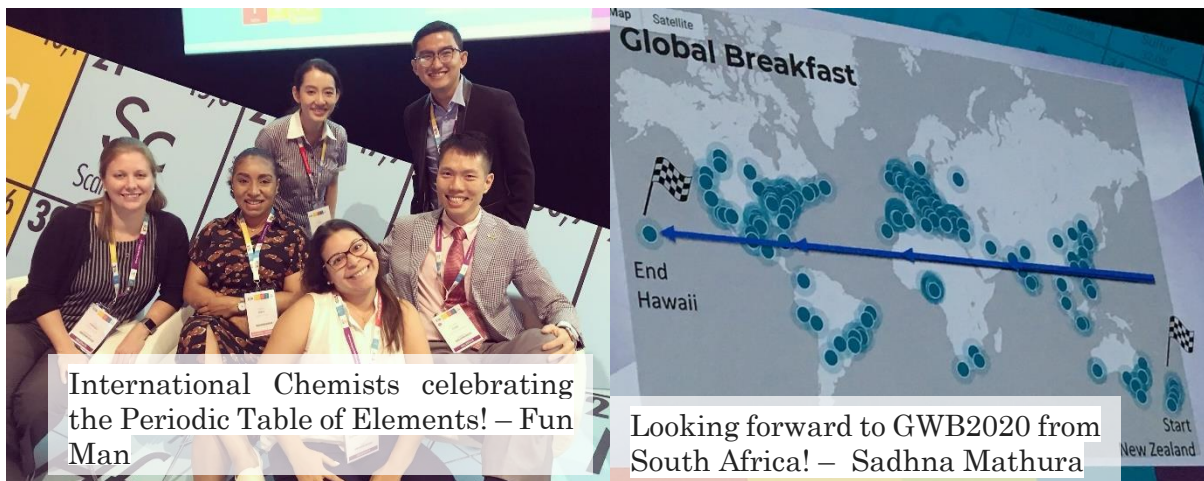


IYCN's Main Goals for Next Two Years

- 1) Create a strategy to promote the UN Sustainable Development Goals**
- 2) Create a continuity plan for the IYCN Executive Board and Governance Structure**
- 3) Have 50 countries on 5 continents represented for the next General Assembly**
- 4) Establish annual membership goals which consider all facets of diversity**
- 5) Establish a clear sponsorship structure**
- 6) Retain current sponsors**
- 7) Engage new partners to achieve financial sustainability**
- 8) Establish a plan for allocating money**
- 9) Creating a mentorship program to support career development**
- 10) Develop a strategy for providing tangible resources (non-mentorship) to our members and beneficiaries**
- 11) Grow presence at international conferences to increase the visibility of IYCN outside of Western Europe and the U.S.**
- 12) Increase IYCN profile internationally via more proactive advertisement of conference representation**
- 13) Increase IYCN social media visibility (10,000 followers and 500,000 reached annually)**
- 14) Form additional partnerships with relevant stakeholders**

Impressions from Paris

We asked our Delegates, Friends and Members to provide us with their favorite pictures from the IUPAC 2019 conference in Paris. We collected some of those pictures and their impressions for you in the following collage.



International Chemists celebrating the Periodic Table of Elements! – Fun Man

Looking forward to GWB2020 from South Africa! – Sadhna Mathura

Part of IYCN's team at the IUPAC Opening Ceremony with an inspiring talk by the Nobel Laureate Steven Chu – Marilia Valli



I strongly believe in the power of connections, networking and diversity among human beings. What if this connection is among young chemists who will lead the future and take the responsibility of solving global issues and creating better life options for all nations around the globe! – Fatima Mustafa

Attending the GA gave me the opportunity to meet and socialize with other younger chemists. We had a fantastic week in Paris – Gabriela Tormet-González



Menno de Waal, João Borges and Torsten John interacting and learning from the 1987 Nobel Laureate Prof. Jean-Marie Lehn – João Borges



Meeting my undergraduate colleagues from IFMT Campus Confresa – Lucineide Sales da Silva



During my time at IUPAC 2019 World Chemistry Congress in Paris, I met people from all the world that love Science like me. First Ecuadorian official delegation to this kind of event and an amazing experience. – Santiago Ampudia

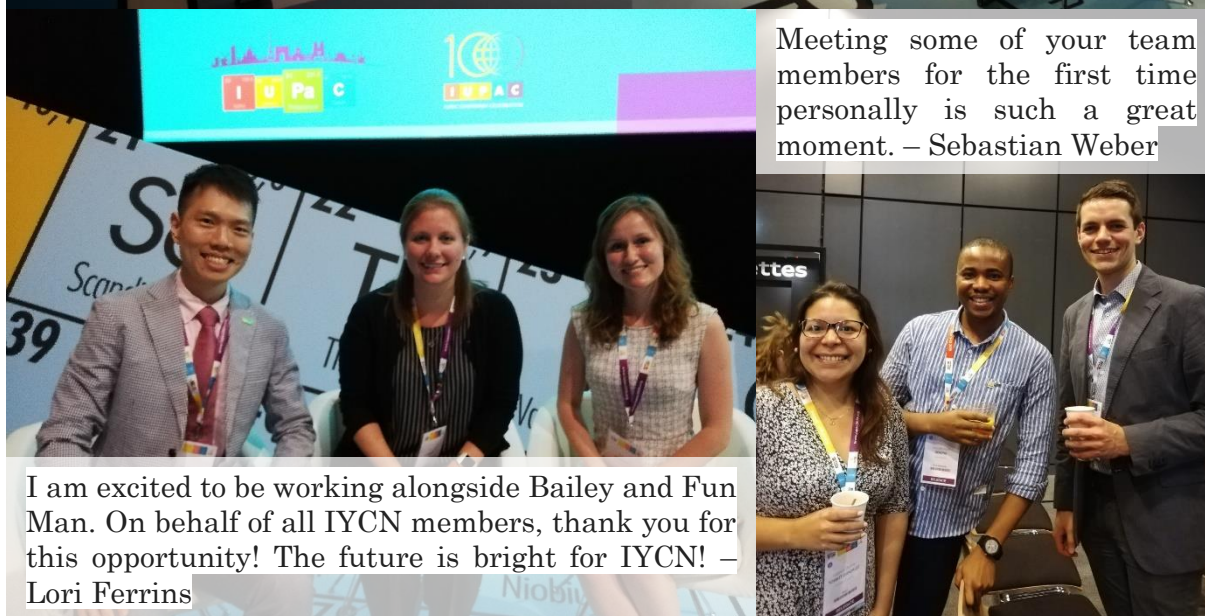
Being able to meet folks I've been acquainted with (or admired, in the illustrated case!) through chemistry Twitter is one of life's greatest pleasures. I look forward to further championing Australia's involvement in IYCN! – Anna Ahveninen



The welcoming reception of the Australian Academy of Science made me feel like being at my second home, Australia. It was a great evening and I met many friends and colleagues. – Torsten John



We are ready for Today Welcomes Tomorrow. – Hooi Ling



Meeting some of your team members for the first time personally is such a great moment. – Sebastian Weber

I am excited to be working alongside Bailey and Fun Man. On behalf of all IYCN members, thank you for this opportunity! The future is bright for IYCN! – Lori Ferrins

Thank You to Our Sponsors in Paris

We are grateful to the sponsors of our sessions at IUPAC 2019. Thanks to Sibelco (sibelco.com/), the JungChemikerForum of the German Chemical Society (jungchemikerforum.de/en/), the Royal Society of Chemistry (rsc.org), the ACS Committee on International Activities (acs.org/content/acs/en/about/governance/committees/international.html) and BCNP Consultants (bcnp.com/).



Sibelco Networking Session Summary

During the IUPAC 2019 World Chemistry Congress in Paris, France, we hosted a lunchtime networking session with Dr. Georg Wießmeier, Chief Technology Officer, and Ms. Michelle Lucas, Talent acquisition Business Partner, from Sibelco. The session was very well attended, with ~35 younger scientists participating in the discussion. A range of topics were discussed on the day; everything from tips on what to look for when applying for a position, what is it that employees are looking for in a company, and what role young scientists play in a rapidly evolving landscape. The following serves as a summary of the many discussion points that we had during the networking session. We hope that this will serve as an overview of the day, and will act as a reminder for all of those who were in attendance!



From left to right: Dr. Georg Wießmeier, Willis Muganda, Robert Bowles and Michelle Lucas during the discussion round. Picture by Fatima Mustafa

What tips can you offer to potential applicants?

The first 60 seconds is all that you have to grab someone's attention with your CV and cover letter so don't waste it.

Firstly, if you have any questions about the position, pick up the phone and speak to the hiring manager or the contact person for the position. This will help you better tailor your application and increase your chances of success.

Less is often more when it comes to your curriculum vitae! Make sure that you highlight the important information on your CV first. Also be sure to emphasize any skills that are specifically mentioned in the job description.

In your cover letter, make sure to answer the question: *why do you fit the position?* You need to show that you have an understanding of what problems are facing the company,

why they are recruiting for this position, and try to identify the “why” behind the hire. You will be better placed to show how you can be the solution.

What expectations do employers have for new recruits?

In addition to your technical qualifications, employers are looking at what transferable skills you can bring to the table. Can you communicate effectively? Are you an influencer? Are you good at networking? Can you navigate a complex environment with multiple internal and external stakeholders?

Overcoming “silos” is an important mission in an industrial environment. Functional silos: If you work in R&D (Technology and Innovation (T&I) as it is called at Sibelco) to be truly effective you cannot solely focus on T&I, you must partner with Marketing, Sales, Customer Service, Operations, etc in order to achieve innovative and positive outcomes both internally and for the customer. Knowledge silos is another, you cannot be effective if your information comes from only one source. Building relationships internally and externally and diversifying your partnerships, can boost innovation. Highlighting your ability to think outside of the box and work with others in different fields is an important skill to have.

How can you highlight all that you bring to the table? Rather than writing a list of your skills, it is vital to think about how you word everything, make sure that you explain your projects and work simply in both your CV and cover letter. In this way, you can highlight your transferable skills, something that might otherwise be forgotten on your CV.

Finally, be prepared to show that you are willing to move out of your comfort zone. Endurance and persistence are key to your future successes!

What do employees want from companies?

In this instance, Georg and Michelle really wanted to hear from us, *what do we want from an employer?* The answer? Make sure that there are opportunities for personal growth and development, provide employees with the opportunity to take on new challenges, and ensure that there are strategies in place to promote a healthy work/life balance.



Picture by Fatima Mustafa

How is diversity important?

In the current climate, significant emphasis is placed on Gender Equity in the workplace; however, companies would be foolish to focus only on this aspect when hiring a new employee. Diversity does not just refer to gender in this situation, it is all-encompassing and takes into account age, cultural background, skill level and more. These factors are what make us unique and will mean that we each tackle problems in a different way. Whilst no one way is necessarily right, these different ideas are what drive innovation within a company.

Diversity is key to the success of any company as *without diversity and inclusion there is no innovation*. Given that innovation is key to the future successes of a company it follows that diversity and inclusion are also the logical business decision.

What is the role of young scientists in research science and innovation?

Young scientists, no matter their area of expertise, are expected to be active contributors to the team: dynamic, sharing knowledge and ideas, particularly with respect to interdisciplinary projects. However, you should also be willing to contribute in other non-scientific ways; Georg and Michelle shared that young researchers in Sibelco have helped to create collaboration spaces that are designed to provide increased opportunities for the cross-pollination of ideas.

What are the outreach efforts that you use to engage young people?

Outreach activities are important to engage the scientists of tomorrow, Sibelco organize school visits (run competitions, sponsor local sports teams, offer internship opportunities, etc). Name recognition is key to attracting the attention of the talent of tomorrow! Finally, certain Sibelco employees are open to mentoring if there is a genuine and keen interest from an individual.

Do politics and global affairs affect the strategic decisions of a company?

All companies, including Sibelco, are required to comply with legislation globally which, by extension, has immediate impacts on the companies' business model. For example, the selection of raw materials may be influenced by their availability and ecological footprint in a given area.

Additionally, industry lobbying for sustainability is a part of Sibelco's business plan, team discussions, and processes. It is important to have a good working relationship with authorities and non-government organizations to fully understand the situation. Close working relationships allow Sibelco (and other industrial companies) to support all of the concerned parties to gather the required facts that are needed to enable sound judgment of the problem and identify solutions that meet everyone's needs.

Lori Ferrins

The IUPAC 2019 centenary program from the eyes of a Young Observer

Shortly after the day I received the news that I had been selected as a UK Young Observer (thanks to the Royal Society of Chemistry) to witness the centenary event and partake in the General Assembly meeting of the IUPAC, I told Prof. Hemda Garelick (my assigned Young Observer mentor) in an e-mail conversation that I had never really thought IUPAC as an organisation of real flesh and blood. I must be pardoned for my limited perception of a high-profile, renowned organisation like IUPAC, but that was the narrow impression the IUPAC Nomenclature System of Elements (albeit a stunning achievement in the chemistry world) gave me and perhaps other students as well during my secondary school days in Nigeria. I remember we used to chant the first 30 elements on the Periodic Table, making beautiful melodies out of them – we were demonstrating our passion for chemistry in our way. Back then, our little minds related to IUPAC only through the IUPAC Nomenclature System of Elements. We knew nothing more about IUPAC, not to talk of what it stands for even. Even now as a grad student, my knowledge of IUPAC would not be comprehensive if not for the centenary event and General Assembly program held in Paris that furnished me with a concrete knowledge of IUPAC as a body of diverse and experienced researchers committed to advancing the cause of global chemistry in their various capacities, these expert scientists arduously working in harmony to realize the vision and mission of the organization.

I arrived in France on the 5th of July 2019, was lodged in a hotel, and with a smug grin smeared on my face, I earnestly was anticipating the IUPAC2019 event and looking forward to what it holds for me as a Young Observer. The next day, I went straight to the



event's venue which is a grandiose enclosure located close to Porte Maillot metro station in Paris. The registration event was already ongoing, and upon sighting the joyful mien on the faces of delegates from various parts of the world, I knew I have set up myself for an event I would want to relive. I quickly went through the short registration formality; my tag was handed to me, and I joined other delegates for the event proper. It was then I



knew I was only a few steps away from IUPAC. My first point of eventual entry into IUPAC, so to speak, was the briefing session organised at the commencement of the centenary event for Young Observers. We were oriented about what being Young Observers would entail, especially of what our responsibilities were. The passion expressed on the faces of the people who came around to give us the orientation gave me the feeling that they wanted us to make the most of the event. Though each of us was assigned to a subdivision beforehand, we were still allowed the freedom to join any IUPAC's subdivision which resonates with our interest the most. That was on Saturday morning. On Saturday evening, I was in a meeting with Division III (Environmental Chemistry) researchers. During this meeting, the state of previously-awarded projects by the division to its members was discussed by the leaders of the various projects. New project proposals were made and allotted to researchers. What I appreciated in

this is the collaborative sense of tackling environmental chemistry issues by the various researchers. I knew I was part of a worthwhile cause.

I attended many other meetings, including lectures and symposia on health topics presented by members of Division VI, Interdivisional Subcommittee meeting (between Divisions III and VI), IYCN/IUPAC speed networking session, IYCN lectures and symposia, plenary lectures by Ben Feringa, Sir Fraser Stoddart and Jean-Pierre Sauvage, to mention a few. The lectures and symposia were useful to me as they enabled me to gain knowledge of the leading themes in my research field, presenting to me the global trend of research. Perhaps I went overboard during the centenary event, for rather than merely observing (remember I was a Young Observer) the IUPAC activities, I got involved in them.



I am now a member of Division IV, whose central theme is Organic and Biomolecular Chemistry. I expressed my interest in being a part of some newly-awarded projects, which involves my active participation for the next two years. Moreover, I expressed my interest in a couple of joint divisional projects between Divisions IV and VII. All this made my participation in the IUPAC2019 event highly fulfilling to me.

I liked, indeed relished all the moments I had during the event, especially the several fantastic sessions organized by IYCN that spiced up the event for me – from careers session to a session on ‘Redefining the science in Africa’ which galvanized my interest as a researcher of African descent. Meeting fellow young chemists through the IYCN’s platform made me relate to IUPAC activities more naturally as I could discuss with chemists who are present at more or less the level I am at in my career. The centenary event was also filled with meaningful networking sessions during which I had the opportunity to meet and interact with other delegates, some of whom have become my friends.

What I have been trying to understand up till now is how the centenary event was organised that made it a big success. One must admit it is a very onerous task to gather chemists from all over the world together under one umbrella for the pursuit of a singular goal but, the synergy of actions and responsibilities amongst the organisers is worth commending. They deserve the applause of chemists all over the world, especially those who saw the glamour of the centenary event.

In retrospect, I am glad I made the Paris event as it provided me with a comprehensive knowledge of IUPAC and what it stands for. My impression is that the IUPAC centenary event and General Assembly programme held in Paris was a colossal success. But it was more than just a historic event, it was a signpost of a great future for chemists all over the globe. I have the conviction that greater days are ahead for chemists as we devote more efforts to unravelling the many wonders of the Periodic Table of Elements.



I have long been back to my base in Sheffield, but I still have a recurring sense of déjà vu. I discern it is the memory of the Paris event. This memory, of course, will forever remain alive in my mind.

Stephen O Aderinto

IYCN Executive Board



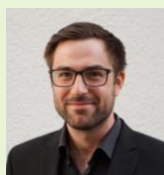
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Lori Ferrins



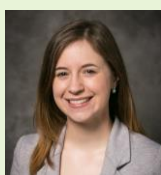
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Bailey Maurant



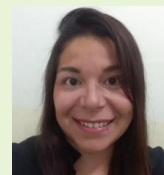
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