

GUIDANCE ON BECOMING A FELLOW OF THE INSTITUTION OF ROYAL ENGINEERS

Why become a Fellow?

Across all professional institutions, becoming a Fellow is recognition for the significant contribution you have made to that institution, your specialism and society. It shines a light on you and your achievements as a leader, whether in the managerial or technical sense, no matter where you are in the world. Fellowship is the highest class of membership and in many institutions you need to hold Chartered status in their particular discipline before becoming a Fellow.

In The Institution of Royal Engineers (InstRE), fellowship is not awarded to recognise completion of any specific training, nor simply for attainment of rank or completion of any given length of service to the Corps. Fellowship is awarded to individuals who can demonstrate to their peers exceptional commitment to their Institution and/or the Corps of Royal Engineers and to the advancement of military engineering. It is therefore a mark of senior professional status, which is awarded to those who have made an outstanding contribution or delivered a significant military engineering achievement.

How do I apply?

Fill in an online form and attach an abridged bullet point CV (one page of A4 should be ample). The form has: five essential criteria that you must meet; four desirable criteria that most applicants will find are also met; and five questions about your commitment to InstRE going forwards. Completing the form fully will also allow the InstRE to understand better the pool of talent and KSE it has. You will also need to be sponsored by an existing InstRE Fellow, or a current or former member of Council. If you do not know an InstRE Fellow, then please contact the InstRE Chief Executive who will be able to assist.

How is the application assessed?

The Institution's four Vice Presidents form the Fellowship Committee, three of whom will assess your application. A simple majority of two committee members supporting your application will see fellowship awarded. The Committee assess applications every month, so you should never have to wait more than 4-6 weeks.

When should I apply?

As soon as you meet the criteria! Generally, a post sub-unit command Major with a track record of exceptional achievement could meet the criteria, whilst a Lt Col post-unit command should meet the criteria. Individual experiences are of course very varied, and we have had some outstanding Captains and WO2s who have succeeded.

The following guidance should assist.

	Essential Qualities	Guidance	Submission Must Include:
1.	The applicant has delivered successfully in a senior position or one with technical autonomy.	Seniority: for military, usually a minimum of an OF4, but OF2/WO2 have succeeded; for civilians, usually associate director or above. Technical autonomy: Routinely exceeding Incorporated Engineer (IEng) levels of responsibility in any professional military engineering discipline, including but not limited to design, safety/compliance, requirement setting, project delivery, etc.	Include two examples where you were successful - your best and your most recent. If your best and most recent are the same, then add the next most recent. Examples can be from both or just one of seniority/technical autonomy. Examples must be both the post held and an explanation of what made them senior/autonomous (not just a list of jobs). You must include evidence as to why you were successful in those roles.
2.	Has demonstrated advanced and effective leadership qualities.	Usually at least OF3 level command. For civilians, a senior leadership position (not necessarily at board level).	Your most recent example, stating the post held, the leadership responsibilities and why you judge yourself to have been effective/successful in that role.
3.	Has influenced policy or operations in the military engineering realm.	By using your own knowledge, skills, and experience (KSE), you will have changed an aspect of policy or the conduct of operations to ensure more effective, efficient, or safer, etc, delivery.	An example of where you changed policy or the conduct of operations stating how your KSE was relevant, what the change was, and the success of the change (must be worded to remain unclassified).
4.	Has maintained a continuing commitment to Continuing Professional Development (CPD).	Proof of long-term commitment to CPD.	State two significant and successful examples from the last five years with further evidence of CPD in your accompanying CV.
5.	Has demonstrated a commitment to promoting military engineering to young officers and soldiers through active engagement with the Institution, the development and delivery of training or by other means.	Proof of long-term commitment to promoting military engineering.	State two significant examples from the last five years with evidence that your commitment actually made a difference. Further evidence as required in your accompanying CV.

	Desirable Qualities	Guidance	Submission Should Include:
6.	Has demonstrated highly specialist knowledge in a specific area of military engineering.	This could be KSE built up over your entire career, or as a result of one deeply specialised posting.	State the topic and how you have built up that knowledge. This must not be just a list of postings as this does not actually show that you have been "in role" during that posting. Instead, write about what you did in that posting that built your KSE.
7.	Has been responsible for the management of engineering resources, including people and material.	This could be managing people, materiel, equipment, or anything else involved in delivering an engineering task. It is highly unlikely that you will be considering yourself to be a Fellow if you have not done some of this.	State your best example with metrics/figures as to the scale of your responsibility. Add a second example managing something different from the first only if the first one is managing just a single resource.
8.	Has demonstrated responsibility for budgets.	Only include budgets that you genuinely had the responsibility to manage. The salaries of soldiers you command do not count.	Military officers are most likely to achieve this in an equipment procurement or infrastructure role. However, adventure training and sport budgets can be included. State the size of the budget, how long you were responsible for it, and confirm that you were effective.
9.	Has been responsible for the development and application of new military engineering technologies at a senior level.	This should be about a new technology / equipment; however, if you have not done this, as many will not have, you can include developing and applying a new process.	Include an example of you developing and applying a new technology (or process). State why it was successful. If you were posted before the work was completed, then state your role and, if you know it, whether your work was successfully completed.
	Commitment to InstRE	Guidance	Submission Should Include:
10.	Must be prepared to act as an Ambassador for InstRE.	We are always after volunteers to help run the Institution, to run events and to register members as Chartered Engineer (CEng), IEng and Engineering Technician (EngTech).	State any specific areas that you would be keen to help the Institution with.

11.	Should actively identify and recruit future Members, Fellows, and Registrants.	We should all do this.	In particular, state any areas outside of the standard serving members of the Corps.
12.	Should contribute to InstRE events.	We should all do this.	Do you have any ideas for events? Do you have a specific topic(s) that you would like to talk about? Could you sponsor or host one?
13.	Should be prepared to play a role in InstRE boards and local committees.	Are you able to give up time on a regular basis to support InstRE's work?	For example, supporting the Member Services Committee that runs events, or hosting regional events, especially if you know of lots of ex-Sappers in your area or in your firm.
14.	Should volunteer services through the <i>Volunteer Peer Group</i> .	This is to support the registration of new CEng, IEng and EngTechs. You will need to be registered yourself at the same or higher level to volunteer.	This is a key part of our offer to Members, and we need a steady trickle of volunteers who can support it including mentors, advisers on which registration route to take, assessors, quality checkers etc. Commitment levels can vary from a few minutes every now and then mentoring an applicant.

What should the Sponsor do?

A sponsor must be a Fellow InstRE already, or a current or former member of Council, and is there to confirm to the Committee that they believe the applicant deserves fellowship too. They must also reassure themselves that the application meets the guidance and shows an applicant who has successfully met all the essential qualities. The sponsor is the front line of any application assurance; they should advise potential applicants on their suitability and career timing of submission.

What can a Fellow do for InstRE?

There are plenty of ways to help, ranging from an *ad hoc* one-off project that perhaps you could do in the evenings whilst deployed on an operational tour, through to more formal commitments. *Ad hoc* could include writing a guide on CPD or an article on how you became an IEng. Offering your services as a speaker at an event would be welcomed by the Chair Member Services Committee (Comdt RSME Gp). Or you could sponsor an event, either financially or providing a location to hold it, or even a Joint Professional Meeting with your firm, such as the recent one with National Highways (September 2024). The Professional Registration Committee is always on the lookout for registered Members (EngTech, IEng, CEng) who can mentor, interview, and assess applicants. Each level of registration meets 3-5 times a year for anywhere from a couple of hours to two days, mostly virtual.

How will Fellowship benefit me?

You will be able to demonstrate your significant contribution to military engineering through the use of the post-nominals FInstRE. You will be able to have a greater impact in shaping the future of military engineering and the wider profession. You will be able to attend focussed Fellow-only events that will connect you with other senior leaders from across the engineering profession and allow you to expand your individual personal network. You will be part of a professional community contributing to an extensive body of material that bridges from the past, to the present and informs the future, enabling us all to advance the art and science of military engineering. And finally, remember that fellowship of an institution is an industry recognised level of competence so demonstrates to any future employer your proficiency within the sector