



## MEET THE TEAM

Nichola Byron  
Laboratory Manager

### How did you progress to become the Laboratory Manager with Lucion?

I have worked for Lucion since April 2012, starting in a dual role working in both the lab and on admin. In this role I was analysing bulk samples, drawing plans and organising the travel and accommodation requests for our surveyors and analysts on site.

Since starting with Lucion, the company has supported and enabled me to gain my P402, P403 and P404. After passing my P402, I moved on to quality checking reports before moving into the lab full time.

In the lab I worked to develop our soils quantification procedure, which we proudly gained accreditation for providing soil analysis services. At the same time one of my colleagues in the lab, Agnes worked on developing the procedure for the Scanning Electron Microscope (SEM) which we also gained the accreditation for. I was then trained to analyse SEM samples, furthering my abilities within the lab.

After gaining experience on these additional work streams for a couple of years I was promoted to assistant lab manager. In my current role as lab manager I still enjoy analysing samples and working on the SEM and I am currently studying for my MSc in Earth Sciences.

### What attracted you to join Lucion?

Lucion helped me when I was first interested in gaining the P401 qualification. I attended one of the P401 courses which Lucion were providing, but they also invited me to visit the lab prior to the course to gain extra practice out of hours looking at bulk samples in the fume cabinet. This was all before I was an employee!

Working full time, studying and raising my daughter have been my biggest achievements and have been realised whilst being with Lucion.

### What's your secret to managing the lab?

The laboratory functions quite smoothly. We have a fairly laid back friendly atmosphere. We have several senior members of Team as well as a recent intake of newly qualified Team members who have all been trained in-house to gain their P401 and we have already identified some rising stars.

All of our lab Team members are trained to be able to work independently and liaise with clients directly rather than having any rigid hierarchy in place.

We like to support our Team members so that everyone can work towards gaining any additional qualifications that they are interested in. From first hand experience, I know that everyone in Lucion supports each other to reach their goals and growing our existing pool of multi skilled and experienced Team.

I personally like to ensure that everyone who works in the lab feels that what they do is important to maintain high standards and provide quality work to our clients.

We have an open culture and I take joy in working with individuals who enjoy learning and are interested in keeping up to date with changes to maintain their skills and knowledge.

We have a cohesive, well trained, highly competent Team who are multi skilled and flexible in what they do.

### **What differentiates Lucion and the lab services from other hazardous substance testing and analyst facilities?**

Quality and highly accurate, reliable results within a professional, well presented easy to navigate report. This is our standard.

Going forward, I would like to see an increase in our SEM services being used as standard for air testing due to its superior results, which give greater reassurance and protection for the benefit of everyone.

Lucion have always been pioneers of technology. NexGen, our online Risk Management software is easy to navigate for both our Teams and our clients. Having our developers as part of the Lucion family means both Lucion Team and clients are able to directly suggest ideas for tweaks and improvements to the developers.

Lucion operates for the benefit of its Team members and the benefit of our clients. The software and services are bespoke and I am proud to be part of an engaged, sustainable and growing organisation.



What does your  
**office** look like?