

Paul's Story

Having graduated with a BSc(Hons) Computer Science from Robert Gordon University in 2020, Paul was looking for a role that would allow him to kick-start his career in his chosen field.

Paul became involved with the Equality Academy Professional Careers Programme in 2021. Having successfully completed the application process, Paul was deemed to be a strong candidate for the programme. Paul was offered a two year post as a Database Developer with the Scottish Ambulance Service.



In this role Paul was able to become involved with a number of different technical projects. This gave him experience on many different aspects of the role, including database design, web development and App development. One major piece of work would have a direct impact on Ambulance crews. Paul developed an app to support crews. He

said:

“The app was designed to enable paramedics to easily capture and record compliance to a mandatory element of their post. Developing and building this App has made me feel like I had a lasting and positive impact on the services. Personally, it was a great achievement to be asked to be the sole developer of the app after only being in post for a short period. This skills I gained and the opportunity to work with a multi-disciplinary team to get the requirements and sign off was a fantastic experience.”

Due to ongoing restrictions surrounding Covid-19 one of Paul's biggest challenges was starting a new job remotely:

“The biggest challenge was settling into a new job during a pandemic and not being able to just ask people questions or get to know people in the same way you would in an office. Not being able to go into an office also made learning difficult rather being able to watch over someone’s shoulder to see what they were doing and how they do it.”

Paul has always been open with employers about his disability as he felt this would allow them to best support him. Paul received support via an application to the Access to Work scheme which supported his employment. Above all Paul found that his colleagues to be extremely understanding:

“I was very fortunate that I had a very understanding an open-minded team their attitudes were already excellent”

Paul believes that the programme has allowed him assess what he is currently capable of and also what he can achieve in his career going forward:

“It has put me in a position where I feel I exceeded my own expectations and goals. I have been able to set new goals in what I want to achieve in employment.”

We believe that Paul’s story shows that with the right level of support and encouragement can allow talented people to grow, develop and ultimately be successful.