

Athena Swan & The Technician Commitment

Mrs Kate Jones

*Head of Operations,
Institute of Integrative Biology,
University of Liverpool*



UNIVERSITY OF
LIVERPOOL



The Athena SWAN Charter

“Recognising advancement of gender equality: representation, progression and success for all”

By being part of Athena SWAN, institutions are committing to a progressive charter; adopting these principles within their **policies, practices, action plans and culture.**



Ten key principles of the Athena SWAN Charter

VISIBILITY

Academia cannot reach its full potential unless it can **benefit from the talents of all**

RECOGNITION

Addressing unequal gender representation **across disciplines**

Making...sustainable **structural & cultural changes** – initiatives and actions that **support individuals alone will not advance equality**

Advancing gender equality, addressing the loss of women across the career pipeline and the **absence of women from senior....professional and support roles**

CAREER DEVELOPMENT

Removing the obstacles faced at major points of **career development** and progression including the **transition from PhD into a sustainable [academic] career.**

Addressing the **negative consequences of using short-term contracts for the retention and progression of staff**

All individuals have identities shaped by several different factors. We commit to considering the intersection of gender and other factors wherever possible.

SUSTAINABILITY

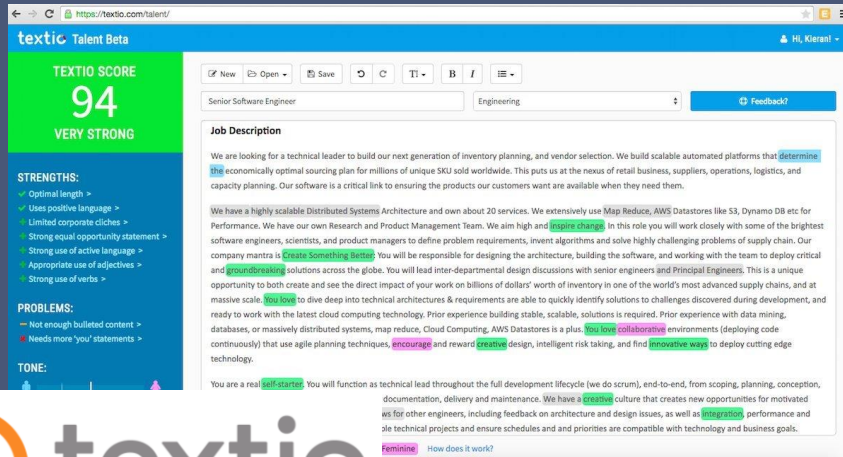
EVALUATING IMPACT

Technicians make it happen



Going for Gold; Making a Difference

- Restructured our technical team = new career progression
- Recruitment Strategies – TEXTIO software / targeted advertising
- Funding available to Post Docs for career progression – including technical careers



textio Talent Beta

TEXTIO SCORE
94
VERY STRONG

STRENGTHS:

- ✓ Optimal length >
- ✓ Uses positive language >
- ✓ Limited corporate clichés >
- ✓ Strong equal opportunity statement >
- ✓ Strong use of active language >
- ✓ Appropriate use of adjectives >
- ✓ Strong use of verbs >

PROBLEMS:

- Not enough bulleted content >
- Needs more 'you' statements >

TONE:

Senior Software Engineer Engineering Feedback?

Job Description

We are looking for a technical leader to build our next generation of inventory planning, and vendor selection. We build scalable automated platforms that determine the economically optimal sourcing plan for millions of unique SKU sold worldwide. This puts us at the nexus of retail business, suppliers, operations, logistics, and capacity planning. Our software is a critical link to ensuring the products our customers want are available when they need them.

We have a highly scalable Distributed Systems Architecture and own about 20 services. We extensively use Map Reduce, AWS Datastores like S3, Dynamo DB etc for Performance. We have our own Research and Product Management Team. We aim high and inspire change. In this role you will work closely with some of the brightest software engineers, scientists, and product managers to define problem requirements, invent algorithms and solve highly challenging problems of supply chain. Our company mantra is **Create Something Big Better**. You will be responsible for designing the architecture, building the software, and working with the team to deploy critical and **game-changing** solutions across the globe. You will lead inter-departmental design discussions with senior engineers and Principal Engineers. This is a unique opportunity to both create and see the direct impact of your work on billions of dollars' worth of inventory in one of the world's most advanced supply chains, and at massive scale. **You love** to dive deep into technical architectures & requirements are able to quickly identify solutions to challenges discovered during development, and ready to work with the latest cloud computing technology. Prior experience building stable, scalable, solutions is required. Prior experience with data mining, databases, or massively distributed systems, map reduce, Cloud Computing, AWS Datastores is a plus. **You love collaborative** environments (deploying code continuously) that use agile planning techniques, **encourage** and reward **creative** design, intelligent risk taking, and find **innovative ways** to deploy cutting edge technology.

You are a real **self-starter**. You will function as technical lead throughout the full development lifecycle (we do scrum), end-to-end, from scoping, planning, conception, documentation, delivery and maintenance. We have a **growth** culture that creates new opportunities for motivated **us** for other engineers, including feedback on architecture and design issues, as well as **improving** performance and **able** technical projects and ensure schedules and priorities are compatible with technology and business goals.

feminine How does it work?



The fund enabled me to attend a workshop on leadership skills for life sciences postdocs. It was a great opportunity to gain transferrable Skills and had an instant positive impact on the way I behave whilst working in the lab. I will be able to use the skills I gained during the leadership workshop to help overcome obstacles.

Dr Fiona Bailey, Formerly IIB & now Laboratory Manager at Daresbury

Going for Gold; Making a Difference

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- Annual Professional Services Staff Recognition Awards



The IIB's Professional Services Unsung Hero Award was a pleasant surprise and an affirmation of the value of technicians who are greasing the wheels of research. There is rarely time to appreciate technicians' contribution. This award did.

Paul Loughnane BEM, Senior Technician.



It was heart-warming to read the lovely things people said about me and for me, it was the comments that meant so much more and made me feel valued.

Carol Beesley, Research Lab Supervisor.

Gold Award; Making a Difference



- Career Development Week open for all
- >25 sessions over the week around four themes:
 - Self-promotion for career progression
 - Developing professional relationships
 - Worklife Balance / Health & Wellbeing
 - Project Management
- Launched Technician Commitment within UoL
 - ~50 technicians engaged with the week

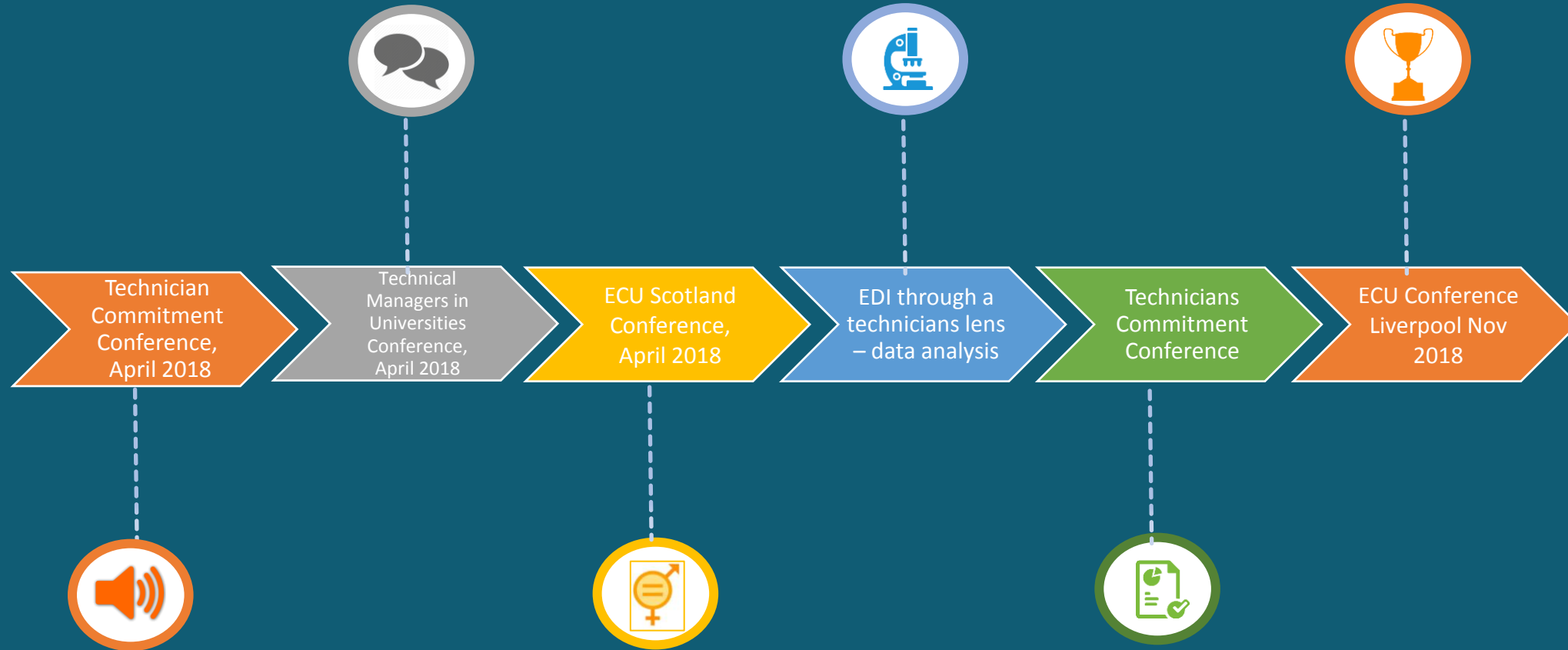


A Golden Opportunity; Making a Difference

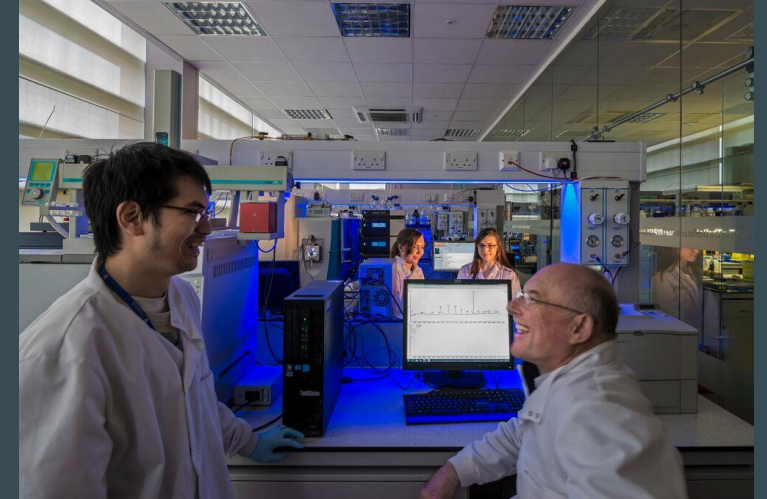
1. EDI and protected characteristics , identifying key trends such as likelihood of progression and the gender pay gap
2. Role diversity and pathways, parity of esteem and equality for all!



A Golden Opportunity; Making a Difference



Thank you



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