![BBSRC - bioscience for the future]

Recognising Research Technical Professionals: a BBSRC perspective

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Growing and attracting talent

Ensure the **supply of highly qualified, skilled and trained bioscientists** essential to:

- **maintain the UK research base, and support opportunities**

- **support innovation, enable growth in knowledge-intensive industries,** and attract inward investment to the UK

*Providing **a skilled workforce in the UK** maximising the benefit of our science, to economy and society*

RCUK Statement of expectations for technology / skills specialists

*"Research Councils want to ensure that technology / skills specialists funded through our investments are well supported as **equal members** of research teams, and have **access to appropriate career development and progression**."*

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Engaging with Research Technical Professionals

28 Jul 2015

People and Skills – Expert Working Group report

BBSRC… should establish whether the evidence for difficulties in career transition match the perception and should seek to support them where possible.

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Surveying Research Technical Professionals

Diverse roles and responsibilities

- ~400 unique job titles returned!
- 47% teach and 69% supervise students
- 45% have procurement and finance responsibilities
- 88% provide training

Diverse backgrounds

- 51% had PhDs, 16% Masters and 25% undergraduate degree
- 46% female

Surveying Research Technical Professionals

Contributing to research

- 80% contributed work leading directly to academic papers; 21% report being mainly first author.
- 22% write research grants; 12% believe they are personally eligible to apply for BBSRC funding.

Management of technical roles needs improvement

- 61% have up-to-date role descriptions
- 33% have clear performance metrics
- 22% have not accessed professional development training

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Workshop outputs

- **Understanding and recognition of technical roles**
  - More standardised job titles and descriptions
  - Recognition on grants and papers
  - Case studies of technical staff
  - Promoting technical careers in schools

- **Access to training**
  - Standardised training and qualifications
  - Fellowships for technical specialists

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Workshop outputs

- **Career structures and opportunities for progression**
  - More relevant performance metrics
  - Need clear career tracks
  - Lack of technical leadership in organisational structures
  - Mentorship and secondments

- **Access to funding**
  - Grants for technical staff

Next steps

Sep 6

Recognition for unsung heroes of research?

- We have initiated an Working Group to help us to synthesise the information from the workshop and survey, and form an Action Plan

- The group will report by early 2018

- We are taking the opportunity to work with other partners (move to UK Research and Innovation)

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THANK YOU!

Any Questions

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