

# RITS2019

# Career development for technicians

Celia Monteiro Domingues

Technician Commitment Lead at the Institute of Cancer Research (ICR)

Royal Society

4<sup>th</sup> December 2019

# Who we are:

**ICR** The Institute of  
Cancer Research



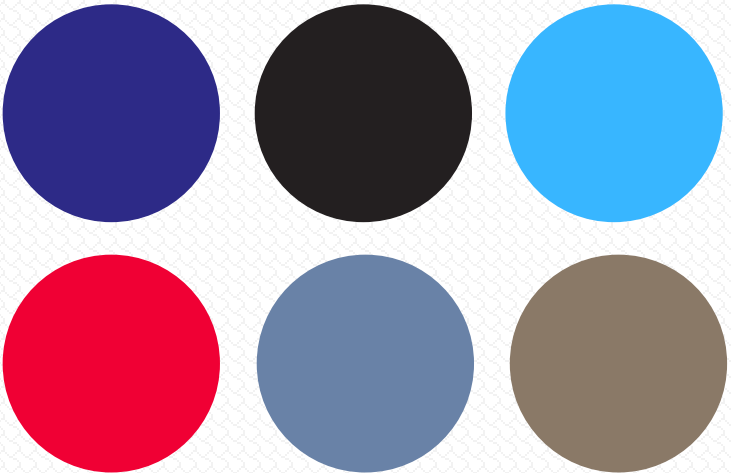
Technician **Commitment**

# What we want to achieve as a group:

## Support career development of our research technicians

- Improve role visibility internally and externally
- Provide external networking opportunities
- Provide opportunities to share best practice outside the institute
- Promote awareness of career structures in other similar institutes
- Promote awareness of the work being developed by technical roles at other institutes

# Collaborative effort to organise RITS2019



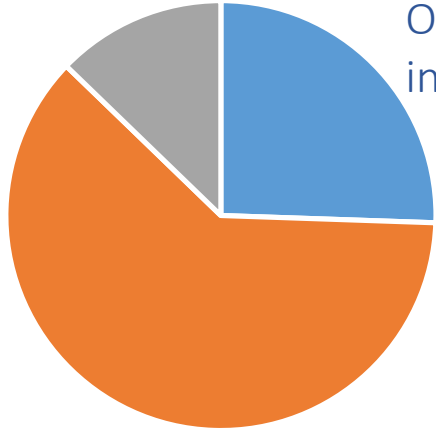
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Funding:

Commercial  
sponsors

Our research  
institutes



Technicians make it happen  
Gatsby Foundation

# The programme

## Career talks from senior people

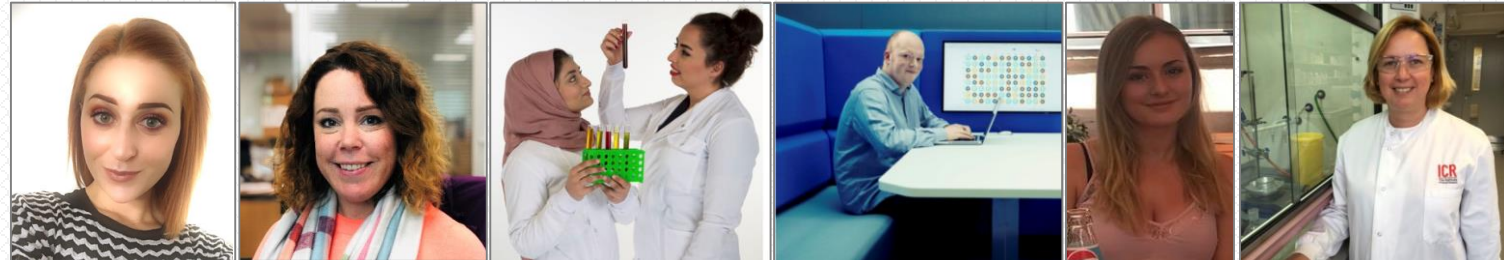


Sir Paul Nurse  
The Crick

Cordelia Langford  
Sanger

Professor Laura Bowater  
EAU

## Technician talks



Sophie Able  
JIC

Julie Roberts  
MRC

Fatemeh Abolverdi &  
Tasnim Ali – the Crick

Peter Keen  
Sanger

Jessica Podd  
Babraham

Tatiana McHardy  
ICR

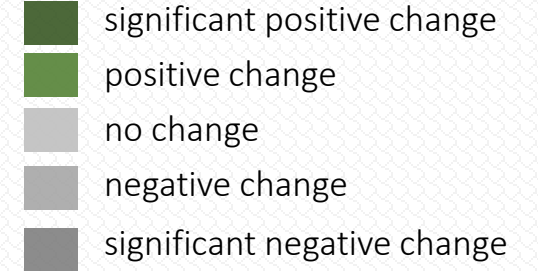
## Interactive career planning & networking sessions



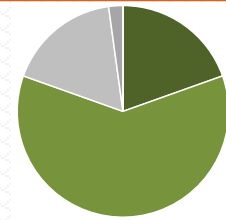
Susie Edwards  
Careers Coach

Steph Allen  
Coaching and leadership expert

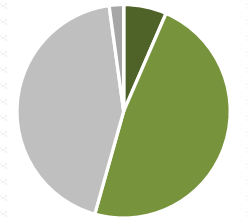
# Impact



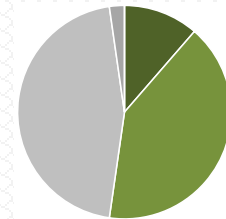
I have a good sense of **professional identity**



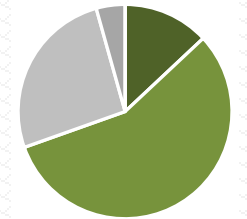
I am aware of opportunities to **share best practice** outside my Institute



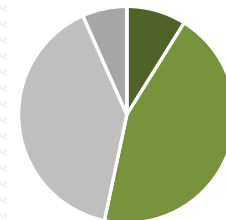
I feel that my role (and similar roles) have **good visibility inside my Institute**



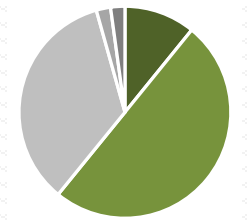
I have a clear idea of the **technical career structures** at other Institutes



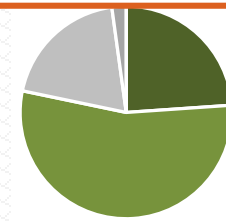
I feel that my role (and similar roles) have **good visibility outside** of my Institute



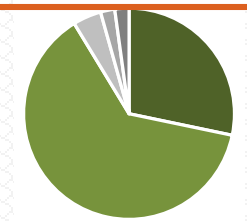
I am aware of **career development opportunities** (progression/training) at other Institutes



I have got **networking opportunities** outside my Institute



I am aware of what **areas technicians work on** at other research institutes



## Why we must prioritise **technical career paths**

[Anne Early](#), a principal laboratory research scientist here at the Crick, discusses the issues particular to developing a career along a technical path and how a recent event brought those issues into focus.

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If you're not quite sure what a laboratory research scientist (LRS) is, then that's because at the Crick we have a new job title to go with our shiny new institute. At other research institutes, technically skilled staff have many other job titles, including scientific officer, research assistant, research technician and scientific manager.

At the Crick, LRS are found in [research labs](#) and in the [science technology platforms \(STPs\)](#), our in-house expert facilities. Together we have formed the [LRS Network](#) to share information, expertise and good practice, as well as to promote visibility and recognition of our important scientific role.

Visibility and recognition are also two of the aims of [Technician Commitment \(TC\)](#), which the Crick signed up to in 2017. A TC initiative, the [Research Institutes Technician Symposium \(RITS 2019\)](#), recently brought together delegates from a network of six research institutes, the Crick, MRC Harwell, the Wellcome Trust Sanger Institute, the John Innes Centre, the Babraham Institute and the Institute for Cancer Research (ICR), to explore issues of career development and promoting professional identity.

These issues are highly relevant to LRSs at the Crick and equivalent staff at other institutes.

### Navigating complex career paths

In the past, technical staff may have expected to remain in a similar role for much of their career but now, whether for reasons of career advancement and



[Anne Early](#)

Principal Laboratory Research Scientist

Chromosome Replication Laboratory

“

We were advised to take opportunities when presented (or better still, create your own), and

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## The 2019 Research Institute Technician Symposium

27th November 2019



On Monday 18 November 2019, the first Research Institute Technician Symposium (RITS 2019) took place at the Francis Crick Institute in London.

RITS 2019 was a collaborative effort between the Francis Crick Institute, Institute of Cancer Research, Wellcome Sanger Institute, Babraham Institute, Medical Research Council and ourselves, to focus on career planning for technicians.

We spoke to Dr Clare Stevenson, who leads the Technician Commitment for the John Innes Centre and was part of the organising committee for this conference

### ASSOCIATED SCIENTISTS



Dr Clare Stevenson  
Senior Scientist



Sophie Able  
Support Specialist

### CONTACT

[Comms@jic.ac.uk](mailto:Comms@jic.ac.uk)

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- [Technician Commitment](#)
- [Career Progression](#)

### RELATED NEWS

- [John Innes Centre a founding signatory as Technician Commitment launched](#)
- [Technicians Commitment Award](#)





# Filling a gap



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## Research technicians & career development

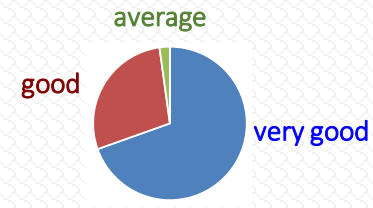
First conference of its kind

Provided much needed networking opportunities

Raised awareness of what do other research technicians do

Provided a platform for discussion, sharing, collaborating and potentially mentoring

Created momentum to shout out about how vital our research technicians are



# Filling a gap



RITS

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## Research technicians & career development

- Future: analyse feedback and full report  
shape further events and collaborations
- Positive impact:
  - Increased Twitter followers and LinkedIn connections
  - One delegate, Shahana Ahmed used inspiration to tackle TC at MRC LMB
  - It has prompted other Institutes to express interest in joining TC -Quadrum Institute



# The Team



Burcu Bronner Anar  
Technician Commitment Manager



David Hudson  
Crick Science Training Lead



Gabriela Ahmadi-Assalemi  
Head of IT Services



Clare Stevenson  
Senior Scientist



Celia Domingues  
Researcher Development  
Coordinator



Danielle Hoyle  
Head of Scientific  
Services



# Thank you!

**Technicians** make it happen



GATSBY

