

Science Council Employer Champion Programme

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The Technician Commitment

The Science Council is working with partners to ensure greater visibility and recognition for technicians in higher education. The Technician Commitment has been developed to address the key issues affecting the technical community.

1. Visibility

Ensure that all technicians within the organisation are identifiable and that the contribution of technicians is visible within and beyond the institution

2. Recognition

Support technicians to gain recognition through professional registration

3. Career Development

Enable career progression opportunities for technicians through the provision of clear, documented career pathways

4. Sustainability

Ensure the future sustainability of technical skills across the organisation and that technical expertise is fully utilised

5. Evaluating Impact

Regularly assess the impact of actions taken in support of the commitment to ensure their effectiveness



Professional Recognition of Technical Skills

For a long time there has been a need for formal, professional recognition of technical skills – a need to recognise and celebrate technical careers as real professions.





Science Council

- Established by Royal Charter in 2003 to advance science and its applications for public benefit.
- A membership organisation of 40+ UK professional bodies and learned societies
- Collectively our members represent almost 500,000 individuals
- Introduced Chartered Scientist in 2004 with RSciTech and RSci launched in 2012

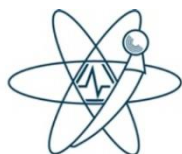




IOP Institute of Physics



Institute of Water



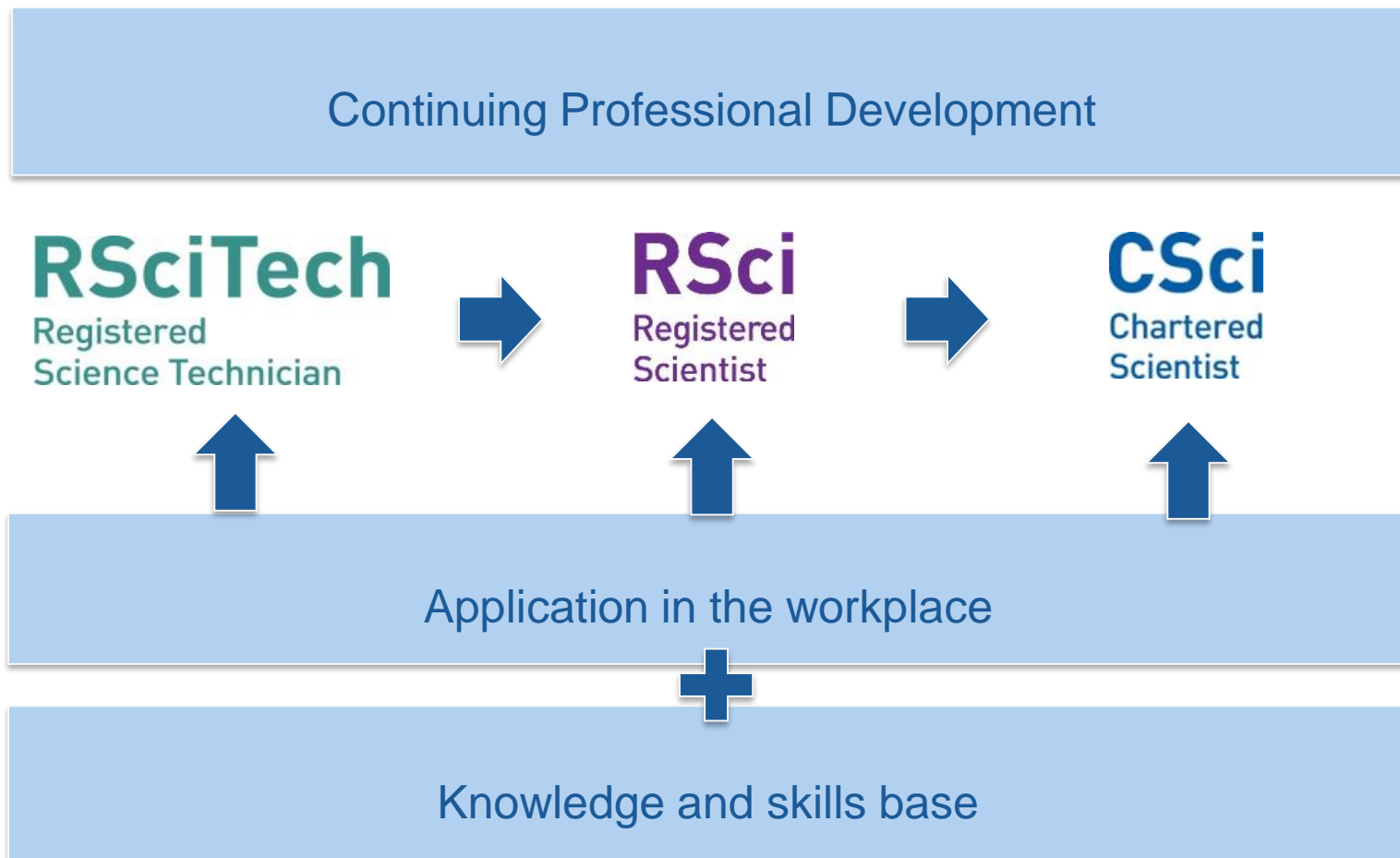
IPEM



The British Psychological Society
Promoting excellence in psychology



The Professional Registers



RSciTech
Registered
Science Technician

RSci
Registered
Scientist

CSci
Chartered
Scientist

A Registered Science Technician:

A Registered Scientist:

A Chartered Scientist:

A

Application of
knowledge &

- Applies knowledge
- Interprets and evaluates data

- Applies knowledge in the context of **new areas**
- **Analyses**, interprets and evaluates information, concepts and ideas & solves problems

- Uses **specialist** knowledge and **broader** understanding
- Exercises **judgement** in the absence of complete information
- Demonstrates **critical evaluation** and proposes original solutions

B

Personal
responsibility

- Works with **minimal supervision**
- **Manages and applies** safe working practices

- Works **autonomously** while recognising limits
- **Takes responsibility** for safe working practices, contributing to their evaluation

- Exercises **responsibility** for self and others
- **Develops and implements** policies and protocols relating to health, safety and security
- Implements solutions with due regard to **wider environment and broader context**

C

Interpersonal skills

- Demonstrates effective communication, interpersonal and behavioural skills
- **Works effectively** with others

- Demonstrates effective communication, interpersonal and behavioural skills
- Demonstrates productive working relationships and an ability to **resolve problems**

- Communicates effectively with specialist and **non- specialist audiences**
- **Mediates** and develops positive working relationships
- Demonstrates effective **leadership**

D

Professional practice

- Recognises problems and **applies** appropriate scientific methods
- **Participates in** continuous performance improvement

- Identifies, reviews and selects techniques, procedures and methods
- Contributes to continuous performance improvement

- Scopes, plans and manages multifaceted projects
- Takes responsibility for continuous performance improvement

E

Professionalism

- Maintains and enhances competence within a **structured environment**

- Maintains and enhances competence

- Demonstrates a commitment to professional development by **continuing to advance** knowledge, understanding and competence

Why Professional Registration?

- A professional route in science
- Professional pride, recognition, empowerment - *a professional identity!*
- Raising standards
- Accountability and quality assurance
- Ethical standards
- Continuous improvement - a driver to ensure provision of CPD
- A stronger science community





Science Council

Employer
Champion

Investing in talent

Professional Technical Staff

- Science Council recognises that technicians are vital to the success of the UK's universities and research institutes
- We are working to increase the recognition for technicians and to improve professional development activities at all career stages



Science Council
**Employer
Champion**

Investing in talent

Employer Champions: Investing in Talent

- All of our Employer Champions have set out their commitment to professional development by investing in their staff and having their skills and competence recognised
- Becoming an Employer Champion shows:
 - **existing staff** the commitment you're making to their development
 - **potential staff** what a great place your organisation is to work at
 - **your funders and students** the quality of your work and professionalism of your staff.



Working in partnership Employer Champions

- Dedicated support from our team at the Science Council via a Relationship Manager
registration, workshops, face-to-face assessments, mentor training
- We can connect you with our network of Employer Champions: access to mentors etc
- Tailored resource for promoting registration, templates, marketing communications templates, relationship management support and review
- Opportunities to showcase your talent: e.g. <https://careers.exova.com/science-council/>

Employer Champions in Higher Education



Working in partnership with our Employer Champions



The University of Manchester



National Laboratory Service



The University Of Sheffield.



The Open University

Professional registration with the Science Council

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sciencecouncil.org/employers