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# World Leading Technical Talent: Developing a University Wide Strategy for Technicians

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Associate Pro-Vice-Chancellor





Teaching Excellence Framework

PROUD SUPPORTER OF THE  
Technician Commitment

## UK universities sign up to 'technician commitment'

Sector-wide initiative led by Science Council seeks to address 'overlooked' part of academic workforce

May 31, 2017



By [John Elmes](#)

Twitter: [@Elmes THE](#)

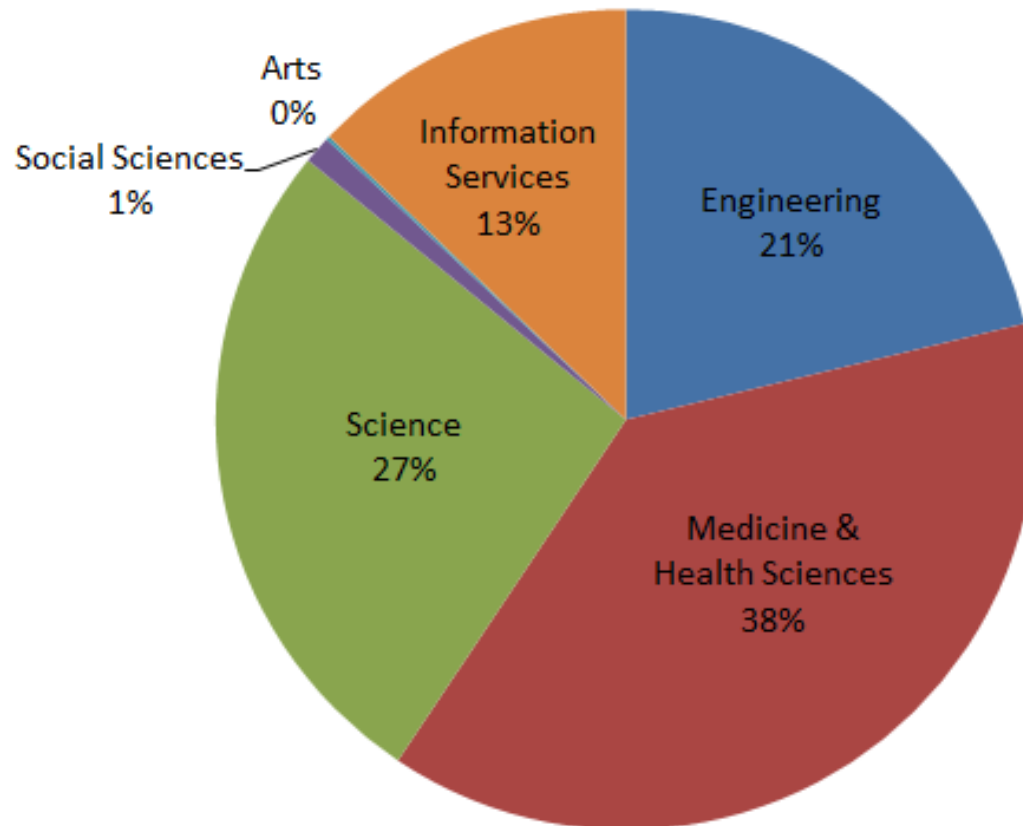


*“Technicians probably haven’t had the visibility they deserve, we need to ensure that we’re investing appropriately in them as individuals and as a workforce”*

Professor Sir David Greenaway  
Vice-Chancellor, UoN

*“We need to make sure the conditions are right for technicians, that there’s a career structure and opportunities for developing their careers”*

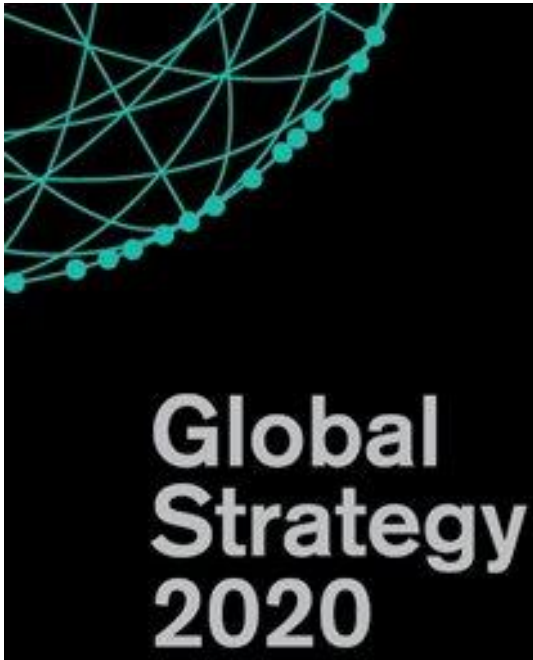
Professor Tim Softley  
PVC Research, UoB



- UK: 645 TS staff (600.67FTE) – illustrated by Faculty above
- Malaysia ~45 TS staff (Science and Engineering Faculties)
- China 15 TS staff (Science and Engineering Faculty)

# Our Progress to Date





Aligned to institutional Global Strategy 2020  
Four key themes:

- Research excellence
- Teaching & student experience
- Partnership for Growth
- People

5 year plan with headlines - short, medium  
and longer term

Workstream	Our Aspiration: World Leading Technical Talent & Employer of Choice		
	6-12 months	1-2 Years	2-5 Years
<b>Research Excellence</b>  <b>High quality, professional TS staff to enable and deliver research of the highest standard on an international stage.</b>	<p>Communicate the opportunity for all TS staff to gain professional registration with an appropriate professional body.</p> <p>Establish routes to allow TS staff to apply for funding to attend appropriate conferences to both develop and disseminate their expertise.</p>	<p>Promote the inclusion of TS staff as investigators (PI/CI) on internal and external research funding applications where funding bodies allow (e.g. Industry, Innovate, EU)</p> <p>Ensure TS staff are represented on School/Departmental, Faculty and University level Research Committees/Boards in order that the views of TS staff are represented in decision-making processes related to research.</p>	<p>Recognise technicians as an integral part of the research community by including a statement in the University's REF submission to evidence UoN as a world leading employer of technicians.</p>



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<p><b>Teaching &amp; Student Experience</b></p> <p><b>Highest quality, professional TS staff to enable and deliver teaching of the highest standard on an international stage.</b></p>	<p>Recognise that technical staff are crucial to teaching and learning at the university through inclusion of evidence in the institution's TEF application around the quality of the UoN TS staff body.</p> <p>Develop "Technical Tutor/Technical Teaching Fellow" roles as a specialist role within the TS Job Family to ensure skilled, teaching focused TS roles with a clearly defined career path and associated development opportunities.</p> <p>Provide the opportunity for all TS staff to gain teacher training and Fellowship with the Higher Education Academy in line with R&amp;T colleagues (via ATP route or Nottingham Recognition Scheme).</p>	<p>Students to have increased awareness and appreciation of TS roles at the University by featuring TS staff in the 2018 prospectus onwards and showcasing the expertise of TS staff at Open Days.</p>	<p>Inclusion of teaching qualifications of TS staff in UoN HESA return.</p>

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<p><b>People</b></p> <p><b>Technical careers to be recognised, respected, supported and developed as professional careers in higher education.</b></p> <p><b>Technicians proud to be technicians and motivated/engaged.</b></p> <p><b>Parity of esteem between R&amp;T, APM and TS job families through breaking down of barriers (perceived or real).</b></p>	<p>Formation of a University Technical Managers Committee (with appropriate reporting structure and terms of reference) to lead the development and delivery of the University's Technical Services Strategy.</p> <p>A Technical Services newsletter to be launched and circulated to TS staff across the University highlighting news, events and development opportunities.</p> <p>Identify EDI priority areas within Technical Services and put a plan in place to address these, e.g. in recruitment processes.</p>	<p>Identification and support for the development and career progression of leaders and managers from TS job family – including Aspiring Leaders, Future Leaders, High Performing Teams programmes. Target of at least 10% TS staff participation in these programmes by 31/12/18.</p> <p>Promote coaching and mentoring provision to TS staff and ensure TS staff have the opportunity to access a mentor/coach.</p> <p>Establish a mentoring/buddy scheme with TS staff at UNNC and UNMC.</p>	<p>All key decision making Committees/Boards to have TS representation/expertise where appropriate.</p> <p>Introduction of Level 7 apprenticeships that existing and new TS staff could access as a development opportunity.</p>

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	6-12 months	1-2 Years	2-5 Years
<p><b>Partnerships for Growth</b></p> <p><b>Excellent links with external organisations whose expertise, facilities and equipment provide mutual benefit.</b></p>	<p>Lead and develop the Midlands Innovation Technical Managers Forum/Higher Education Technicians Summit.</p> <p>Build relationships with HEIs and stakeholders and influence sector wide activity re technicians to ensure UoN at forefront of sector/policy developments.</p> <p>Founding signatory/leading HEI of the Technician Commitment.</p>	<p>Promote, celebrate and encourage the contribution of TS staff to the University's outreach/widening participation work.</p> <p>Realisation of commercial opportunities for TS expertise.</p>	<p>To have attracted external recognition and funding for technician development related projects.</p>





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# Questions?

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