University of Brighton Technicians Commitment Action Plan Jan 2021 -

No	Pillar	Objective	Activity
1.1	Visibility	Provide opportunities for technical staff to showcase their skills within the UoB community	Opt-in exhibition of technical staff work based on Learning and Teaching activities, and/or Research activities.
1.2		Increase external visibility	external webpage for technical capabilities and technical staff biographies and skill set.
1.3			Encourage research staff to include technical staff of papers.
1.4		Develop visibility of technical expertise in research	Allow technical staff to submit research bids under their own name (funders permitting).
1.5			Technical skills directory for increasing awareness within UoB.
1.6		Increase internal visibility within leadership structures	Ensure Technical leadership within schools has a presence in School Management Groups / leadership meetings.
1.7		Increase internal visibility within the UoB community	Ensure Technical Managers group have a reporting line into UEB and/or presence on strategic committees.

No	Pillar	Objective	Activity
2.1	Recognition	Recognition of technical achievements	Internal webpage for technical staff to signpost external award schemes and PSRB opportunities.
2.2			Creation of internal award for technical staff alongside academic and professional services awards.

No	Pillar	Objective	Activity
2.3	Re		Mentor technical staff to achieve PSRB accreditation if relevant to their area of expertise.

No	Pillar	Objective	Activity
3.1	Career Development	Increase career opportunities within the Technical workforce across the University	Develop a framework for technical roles and harmonise across the university.
3.2			Review and revise technical role descriptor framework.
3.3			Create a promotion guide for technical staff to increase clarity of the pathway to promotion.
3.4			Provide mentoring opportunities within the UoB.
3.5			Provide staff with dedicated development time (1 development day) for external networking, skills/L&T training, research, activities.
3.6			Promote D1 and D2 opportunities for technical staff in teaching facing roles.
3.7		Provide external staff development opportunities	External shadowing opportunity.
3.8			Provide skill swap opportunities with relevant local / SE business/industry/third sector organisation.
3.9		Promote career development opportunities	Internal webpage to signpost career development and training opportunities. Technical Mangers distribution list to promote opportunities

No	Pillar	Objective	Activity
4.1	Sustainability	Increase skilled technical workforce	Development of technical apprenticeship.
4.2			Encourage a more diverse workforce by promoting technical roles as a career choice.
4.3		Fully utilise technical workforce within UoB	Include technical staff in capital budget decision making.
4.4			Include technical staff on course development teams and in SQSC to ensure efficiency of resourcing.
4.5			Ensure technical oversight of any Research equipment purchases through R budgets.

Jan 2023

Target	Link Dept	Timescale (short/med /long term)	Priorities (High/med/l ow)
20% of technical staff exhibits in yr. 1 (2021) (focus pandemic), 30% in yr. 2 (2022).	Tech Team	S	M
Live webpage up and running by Jan 2022.	IT	M	M
5 papers submitted by 2022.	RESP/Doc college	M	M
2 bids submitted/staff mentored to submit by Dec 2023.	RESP	M	L
Live internal webpage up and running by Jan 2022.	Tech Team	M	M
Technical managers sit on the wider leadership management team.	PVC AO	S	H
Identified member of UEB into which technical representative reports.	PVC AO	L	M

Target	Link Dept	Timescale (short/med /long term)	Priorities (High/med/l ow)
10 applications to external awards by 2025 (1 in yr. 1; 2 in yr. 2).	IT	S	M
Awarded Annually from Jan 2021.	Phil & Alumni/HR	S	H

2 staff gain accreditation by Dec 2022	HR	L	L

Target	Link Dept	Timescale (short/med /long term)	Priorities (High/med/l ow)
Framework reduces No of job titles for new staff from 20 to 10 or less.	HR	L	H
100% technical staff have the opportunity to be moved onto the new framework by Dec 2025.	HR	L	H
Clear guide on promotion route for technical staff lodged on the internal website by 2025.	HR	L	H
100% of technical staff have the opportunity to apply for a mentor by 2022.	HR	S	H
100% of technical staff have 1 dedicated day (pro rata) or equivalent time allocation for staff development by Dec 2023. Note: must be agreed as part of SDR process.	HR	M	H
100% of technical staff have the opportunity to undertake a D1 or D2.	CLT	S	M
100% of technical staff have been offered the opportunity to undertake external shadowing.	HR	M	M
100% of technical staff have been offered the opportunity to participate in a skills swap by Dec 2022	HR/Green Growth	S	M
Live webpage up and running by Jan 2021. Email distribution list of Technical School managers.	IT	S	H

Target	Link Dept	Timescale (short/med /long term)	Priorities (High/med/low)
Creation of a course team for Technical apprentiship within the University working towards validation (timescale uncertain).	AS	L	H
Develop links to local colleges and relevant skilled employers - 100% of adverts to include inclusive working.	HR	M	M
A technical manager on the membership of finance meetings related to capital expenditure in Schools with a technical workforce.	Dean/SOM	M	L
A member of the technical team included in the membership of SQSC meetings in Schools with a technical workforce.	Dean/Ass Dean EASE	M	L
A member of the technical team included in the membership of SREC meetings in Schools with a technical workforce.	RESP/Assoc Deans R&E	M	L