

## Working in Partnership – Technical Commitment 12<sup>th</sup> September 2019

### 'Embedding Career Pathways within the Organisational Structure'

#### Group Work Summary

The following questions were posed to a group of technical and staff development representatives from ca. 18 HEIs.

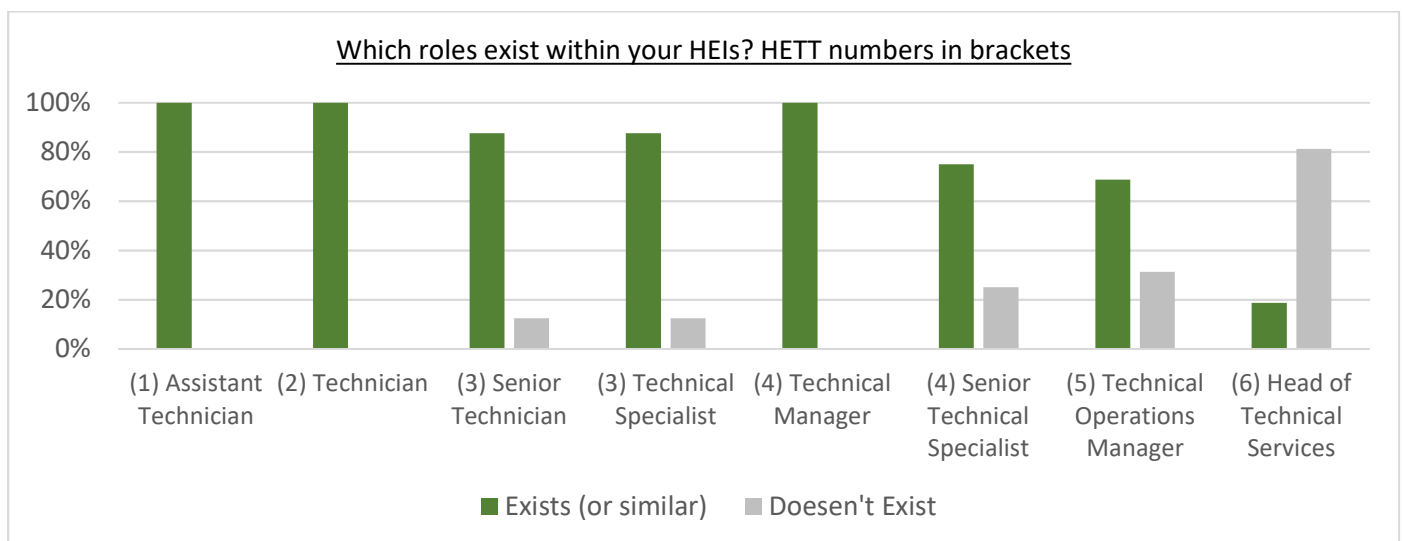
#### Group Discussion 1 – Consider the technician structures in place at your individual HEIs

- Structures vary widely both within and between HEIs;
- Technicians are typically covering similar duties, however, how these duties are organised differs;
- Greater commonality should help with internal progression and movement between HEI.

#### Group Discussion 2 – Using the *Higher Education Technical Taxonomy* (HETT) role titles, outline the nature of each role

- HETT role titles were sufficient to allow attendees to outline the nature of each role. A summary is provided within the '*NTDC Career Pathways Tools*' document.

#### Group Discussion 3 – Thinking about the HETT:



- The Assistant Technician (1) and Technician (2) roles are common across all represented HEIs;
- Senior Technician (3) and Technical Specialist (3) roles exist at about 90% of represented HEIs. The latter is typically research focused and thus funded by external income;
- The Technical Manager (4) role exists at all represented HEIs whereas the Senior Technical Specialist (4) exists at 75%. The latter is again typically research focused and externally funded and at some HEIs colleagues on the academic pathway (25%) deliver this function;
- The Technical Operations Manager (5) role exists at about 70% of all represented HEIs but seniority often differs;
- About 20% of the HEIs represented have a Head of Technical Services (6) role. The strategic function at most HEIs is fulfilled by collaboration between Technical Managers/Technical Operations Managers and one or more senior academic (e.g. Deputy Head of Faculty).

#### What might be the benefits of introducing any absent roles?









- Technical Specialist (3) and Senior Technical Specialist (4) roles with a teaching focus could enhance teaching delivery and quality;
- A Head of Technical Services (6) role could be beneficial for bringing technicians together under one structure and for driving forward the Technician Commitment.

#### What might the challenges be to introducing any absent roles?

- HR, helping HR to understand the value of the roles;
- Introducing parity across the organisation.

## NTDC Career Pathways Tool

The table provides key information for each HETT Band including entry qualification, experience and Professional Registration requirements. A brief overview of each HETT Band is provided to indicate the types of capabilities and duties; the Toolkit itself contains full details of the competencies and duties.

HETT Band	HETT Role Title	Entry Qualifications/ Experience	Professional Accreditations	Role Overview <i>A full and detailed description is presented in the <u>full</u> Toolkit</i>
1	 Assistant Technician	Expected QCF level 3 or previous relevant work experience	Working towards RSciTech or EngTech	Typically an entry level role, possibly by way of an apprenticeship or trainee programme. The role holder works primarily under supervision and possess the ability to solve simple problems.
2	 Technician	Expected QCF level 4 or considerable previous relevant work experience	RSciTech or EngTech	Reflecting a higher ability and skill level the role holder can work autonomously and solve complex problems.
3	 Senior Technician  Technical Specialist	Expected QCF level 5 or considerable previous relevant work experience	RSci or REng	<p><b>Senior Technician</b> With a management focus, the role holder possesses the ability to manage and plan work and resources.</p> <p><b>Technical Specialist</b> With focus on a technical specialism, the role holder possesses detailed and highly refined technical skill and knowledge in a particular area.</p>
4	 Technical Manager  Senior Technical Specialist	QCF level 6 or 7 or demonstrable track record with extensive relevant work experience	Working towards CSci or CEng	<p><b>Technical Manager</b> Typically having a wider remit than a Senior Technician, the role holder would operate at a Department or School level leading, managing and planning the work of a large and multi-faceted team.</p> <p><b>Senior Technical Specialist</b> With focus on a technical specialism, the role holder possesses advanced technical skill and knowledge in a particular area.</p>
5	 Technical Operations Manager	QCF level 7 or 8 or demonstrable track record with extensive relevant work experience	CSci or CEng	Typically having a wider remit than a Technical Manager, the role holder would operate at a Faculty or College level leading, managing and planning the work of a number of large and multi-faceted teams.
6	 Head of Technical Services	QCF level 7 or 8 or demonstrable track record with extensive relevant work experience consistent with level of seniority	CSci or CEng	This represents the most senior technician role within the institution. The role holder leads the service and drives university level technician strategic planning.