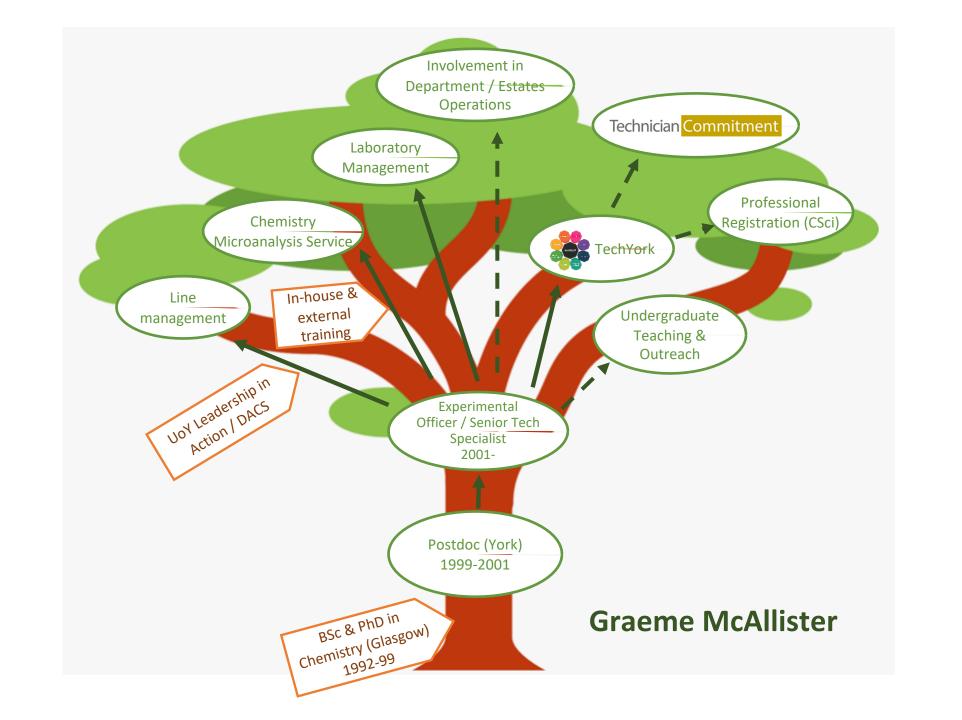


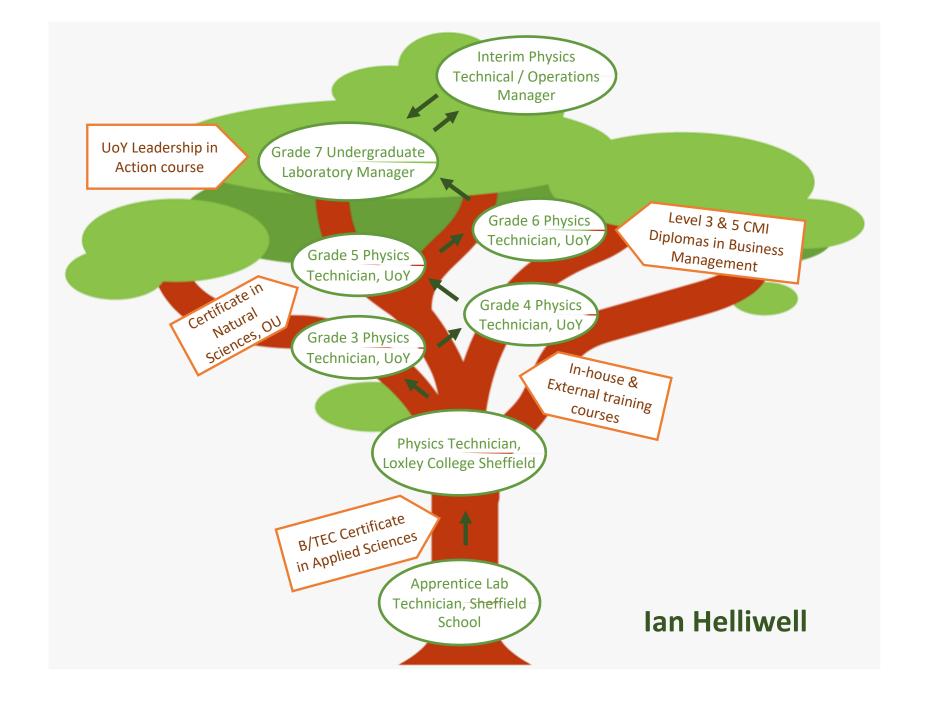


Simon Breeden, Andy Firth, Ian Helliwell, Lucy Hudson and Graeme McAllister

A presentation of four personal career journeys from technicians at the University of York, and how these career journeys have informed the Technician Commitment Steering Group to develop career pathways at York









Technical Manager
Department of Physics
(University of York)



Professional Registration



Team Manager Measurement & Analysis (National Nuclear Laboratory)







Team Leader (Sellafield Ltd.) Sidewards Move

> Technical Expert (Sellafield Ltd.) Technical Progression

Technical Officer (Sellafield Ltd.)

Chartership: RSC

Professional Registration: RSC

Member of Local Section Committee RSC Graduate Management Scheme (Sellafield Ltd.)









Technician
Biology Department
(University of York)





university of York

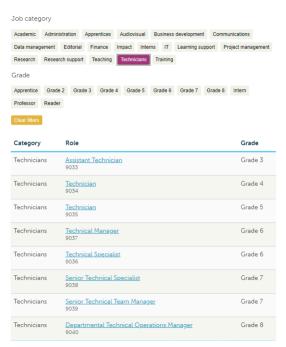
PhD - Biology (University of York)

MChem (Hons) (University of York) **Andy Firth**





- Technicians (currently) at York: interesting and varied career paths
 - Mostly despite of (any) system at UoY as against because of
- This problem has been known for many years
 - HERA at York was fourteen years ago (blue book?!)
- Career Pathways for Technicians at York
 - Took this off the too hard to do pile
 - Found out it is really hard to do (NTDC Support)
- Around ~250 technicians in academic departments
 - Well over 100 job titles (some had technician in them)
 - From grades three to eight
- First things first; need to show progression through grades
 - Generic Role Descriptors were developed







- We have the destinations (roles) in place
 - There are still gaps and opportunities
 - Grade eight technical specialist?
 - Why do pathways diverge (G5) and then converge at G8?
 - Specialisms deliver huge value; not currently recognised
 - Apprenticeships and degree apprenticeships?
- Now we (just!) need to connect them together
 - Demonstrate competencies
 - Table opposite shows progression required^(©LCH)
 - Appreciate you will not be able to see the words
 - Principle is important
- Continuing Professional Development
 - Professional registration

Job Tittle	Assistant Technician	Technician (Grade 4)	Technician (Grade 5)	Technical Specialist	Technical Team Manager	Senior Technical Specialist	Senior Technical Team Manager	Dept. Operations Manager
Control Work HIPPA Crusio	3	4				,	,	
Higher enhanders Test rised Science op (HETI)	Assistant Technician	Technician (Grade 4)	Technician (Grade 5)	Technical Specialist	Technical Team Manager	Senior Technical Specialist	Senior Technical Team Manager	Dept. Operations Manager
HETTERN	1	2	3	3	3	4	4	E O per along at a Depusion or later
HETT Rule Describes	We do, primar \$ sentent super chilar- and pass may shally to solve simple pask-lems.	For Best Ingue Higher ob By and shill been I, was be a salar consolidy a rain above complete per library.	For builing a higher shiftly a min. hill bend, another and consecutedly are since ben- complete penick to me.	With a management bases, partners on the ability to manage and pikerwork and reservoirs.	With a management of loose, possesses. For all Ey Lomanagement plan and hand movement.	Leasts, manages, and plans. For use to of a longer and multi-fixed onlinears.	Leads, managers and plans for use & of a larger and multi-laster discuss.	Operating of a Department of its Family I not, manager, and plans, and the american of large and multi- lausted havens.
Guelfhailen	A lood, 1805, or maked oil maps done or	A k and, 1995, a resignatural expertense	HRC, HRCI, Degree, or equivalent experience	Degree, or equivalent element in oper time or	Degree, or replicable of reference I requester near	Max. be s. Degree, or equivalent significant rape insur-	Mandres, Dogress, or equivalent significant requeste rear	Masslers. De gere, a requisable l significant requisions or
	NSIs (the lefting the lo	Kirinhilajinh	Filiabealding beat	KliniK Brg	FSLoFE rep	K Sk (Pilling	FSLiFE+q	FSLotPS rep
Kentrije	Kreaded gree (keeden solely myskeliens B. promitte m, I orn ame ple C CEP-01	Exceeded gar of an broad scale by regulations. It proceeds sero, for more plant CIBPH and disk ann own our of	Know admits and a state of a stat	BE code under all and beginned bed imple- bre subsigned sign solution of the other codes and group the face. It is up. Consultation of the more superior of all the	BRIGGERON Ense d'a mée vie ming and insie pli- bre admigned winnerd insille and to bij big bisher and organism. Consideriges I be management al like	NUMBEROUSE OF Broad series harding and in dept is breaking a fixer statem of the minute statem. A region of the minute statem of the minute statem of the management of all the	BERGEREEMH Emails rate rate rating and instruction becausing out ofer sect indults and a stely & globalism and organism as Exceptings of the management and	NO ACC OFFICE AND Enteredists the short-thing and is simply. In realists of its office of its observation of
	Amor over so. 3. s. mitrosis miles of general so it of the presents we.	Assertments. It sentent analoged for operation to advanced a major at anoth	promite of his being on, usual involvement and to once	on behalf and species completely be obtained upon to have	lendere al anert space consupted by a bad chall species	less l'estra l'ann à sperier i conspéni le p l'e spenialism	mich spiner into spinel by brished and	makapeneromakin je belatini Ambera Kalendra
		Felon and I have officed broader sign in the second as no	Februari Davar Sud to vaded gr in Tar math are a	be de pile and our ne i be on find a rel practice i breader dge of it e represiditive	be sing the ratio we set throughts of and penalts of terms in sign of a tentrolood ner since	brainpile and our mod branchised a reli practic of two admiger of these people is m	be simple a rain une cel fluor sel had arcii pe sel à al transferige of a los ferical une cises or lender à al un pape d	It should be seen that and and practice of terms It stages and senior of and it good the prime lights of so brottles are one of, regular more of and as senior bed I make load a support a senior
						le simple he sudmigrof slid & load a rei mal bemalised on Busin, les analysis.		
Diffs, Addiss	Aidig to professor readow practical Landon with a fired in the sixted	Acting to perdomorp auditor limbs, to a mention ofly high site axis of art to after those to dishall	Addity to perform a complex tradesical lands, bracon, higher bendand with a flow located all.	Proceed on home and in the application of the technical shift, an emission in the the openinthms	Percent askersend in the application of transposidis literated shifts associated with the work area.	Process addly to managera test-read teamin aspecialism	Addy to boat, manage, I sale and strongs, a loan of boars, of sliaf	Proceedings to the best producing decemperated of high performing frame, and removes the complete.
Competentin	Alde from arrange own flow, use follotter, use to be stead from:	Manage run liner, user infation and aroth I calmattern, and unch advis m advance resonances	A By to plan and to be maps with the case and a saing telluline, saw takey artister or second.	Names addity to use t independed by all helial to , on ingreated metalong and analytical shifts.	Procuratelly to work transpossionly with tellulos, using problem such try and anythind shifts.			to realize an and I are effect to hope on creat shifts, on to be I realize a realize and hadde good I relate reality a mile soften good. I could be shifty a mile soften good.
	E shills in a Grouph Apps, Eastel, Wood	Els. h. (b. ior arealele surger of applications in a. Conglet Apps, Essen) World	If shifts here uniner anguest applications, inc. Google Apps, blic on Ellis of and Europh and a product to produce the surface and the surface appropriate.	er què mi	Countried II and an applicate talks solving a compress toperately sufficient where expand	Examine III and analytical shifts using a congress specialist surface each one required	Examileri Harmiaruplisalshillis sa kup a sangerol spensialsi soll maeraslare arqui mi	r mp. lond
	Addity lease on smallers report oblices and an part of a brown	Addity from sub-serv-wer tellar from servicus. pur l of a from m:	Addly to succellus leds recorder exercises of the lume, effecting work as expected.	Addity to present the replacations in a allow and normalize manages and some marks alread that all, a hale of a seal scale such size behald on.	Addity to prove out complex films. In a other a mile one kern amon and your mandate fruith shift, should be send only not a balant shift.	Addity to pround to by ongage with a wide sunger of all above lates to a sale to provide the most tells to do not appropriate to a section	Addity to prescribedy or egapor with an entire compared white builders. It was der to prescribe the mond of theire Lored appropriate hesh-riked works on, and to a sorb lade to the end along to the mond Adaptive Character of the Character of the Character of Adaptive Character of the Character o	A Biy I o person loody or gauge with a winter or rape of a laderholdines in control provide the record of below and a paper spell to brother had support a real a rendom.
	failily to open tool animal majoren of	Addity to a perider standard migraperine	Competed it was of automoral lead-rised equipment and leading telepan.	Competend in Deviperation and maintenance (mystymore) is a tentral specialism.	Computer I in the operation and material materials of applyment sensition and in testing to the sensition of	Addig to their, adopt, togic own cand	As By book off, mile pl, to place one I and	Addition to the European to plant and and
	Perposer ann sander, obers and complex days served above.	Middly to unite standard reports to our modumen	Al-By locatedput and thin periods to a rain uphane complex bile to others.	Addity to a redynar and telespeet on mp be add a smaller dos by mand deliver to delay care, people to m	Addity to carealy our and to begin at brother it of person or carear and brothering or careal size floor is striking over both related to protect on.	Middly to sked, intopt, top# out of a red and if presenteres, and policies, one using they are inflore uniforcie, a bid on a reflectable or unifoliose.	All By host of, min pt, to phonon I and mail proveds on, and policies, meaning I beyone in Browellines, slockers and basis, belong skirletons.	Addity to stee It, underly to place and mostly prosmoterers, and policies, one, using the year of other with sort, a labeline, and it while for anticipies.
		Addly to ansens, even enclose problems, by suggestings often.	Addity to a source, more one free problems, and to please of soles, so I bin a surrouped to a	/k#ly learneddeale looperalliselan- dans for the leader trajectors enter of the samples expherent.	Addity to used due to experishadour disso. Les the Lendontog and see charact the sample or my sign and to provide sale edits d'also to used on the add to m amagament.	Addity to under note edition and a per l'indice since, for the besidering and a resident for the supplementation of the latest the formal and a second and a least the formal and an edition of the side of purplers.	Addity loss through the send apmillion formions, for the best original and center of complex reply.	Fig. for the goal or to belignees as, a value flak to be mod \$100, makes also halons, bend \$10 flow who algor to allo makes of both relead we release to \$10 flow Department of both relead we release to \$10 flow Department of both release some sen, high sensitive parameter \$10.00
				Comprised installablant and mathematical methods for analysis, and able topositions in difficulties in a oten tend for patchesions.		Note: horophy broadedpe to be proceed and entirely proceeds.	Examilier I care or sarks after sublik , als be be personed lede and careery best behand lede on allow	Euro effect a care era vice from A \$6., edde to press, seel to from miles arrange both relead \$ for each from
				Authority break in around a protein or and discover at to manageneral		Addity to recovery elsewige to, we fire free residency on any provise or a label is of lefe	Abblig to examing that gets, we be True old to park, and produce stallable fields	Addity to the reage and an alpha- leady the, unite True and experts a re- producer and 6 had be for its to be free raid phone in g
Fage decree	Provided experience within edecard excise excel	The mention of any paradical evapor interact of an expirage and to be used back visual analysism.	Entire and see bits for loss in En. using a seriety of second inten- n protein I be betted stilk.	Directions, has like in all epith respection on in their reference I specialitizes	Demons, he like requeste race is the relevant line televant are a	Dames and adder for sings the magnetic mass for their reference of up residences	Eigelloord experience in a serior brotein of the brook type or greek after	Ng efficie l'esperience in a service lesh ricul rub in a large reparisation
			Experienced modegor can intelligence on participations	Experience of a calling on own inflation		Experienced molinger our Filalism		
				Experience of raining oftons, in his territories, and sace of somephoses of the Experience of applying free obtains to impose our size of the behind uponishes.	Experience of he integrable in, in Table hash respect, and it, our of complex map is Experience of two was not by more aging a mile or than large them. In any house remails, price their place affirms, and demonstrate.	Experience of heir kgul hers to lide tentrologies, and some of complete employ	Expensions of conservable managing and reducing offers continue on the pion being below these decreases.	Eige Ex and reagan from a measurable, booking and a motion long to obe is all size a rail to area, be such how a rock I.
				Experience of tellings upon to the managem, common to periodicin	Diposite successful and Dags reports. Last managem, and he i make had south as on	Experience of an English digit is a neglish of an park con the uperation and six denge of the specials in	Experience of unling indepth analytical reports on the persiste areas, he legal of the bets all services.	Experience of some market ling for s. he high other force in the date of sometimes, by so fleng as pure is, and an optimal side with multiple school sides with multiple school sides with multiple
						Addity to annum, and imp b morel one set to min, in specialism an appropriate	Managingar malli dis siplicar y project, se ching sellon deluned from color, and from old limbs sellots bucketed nor sken. Experie was ellotsologis spilica ol	red I this pillury project, working within deformal income also, and I know at the few within tendented A register. Experience and these knowledges of these
	Admit description in	Authorization concerns for out to	As hade done can red or other	Experience of sea targina name of his trice (specialism). Authorize concentration of to	Experience of romagings included work sees A larke in the same formal to	Experience of managing a trade had a people in a rail or of a ma Andrew demonstrated for	a lange management tollal ten, in soft-less size solten rich managen. Auftrele derrosse sen fin sel be	always reasonanced billiation to sofficial at reach was in reasonance. As holy dense was a few of h
Personal	Audion § demonstrated for producers to produce these fathers § percent, with a new towarded gar, send one load § og E. comprehension.	Authority distriction man finised to per limit & real distriction me of, a situation to condessign, is raise to realing. It is not pelor raises.	As finally discourse area of Four of In- prode scalar of decodoper on I, and name or home it signs, unal on Lord Ing II. on one other size.	Authority distriction on ordinated la- pe of missione I directly percent, units a more her control gar, is mile mile mile gill. com pal erro \$10.	As limity de mo: soon on the sed I or prof mo, is red directly merel, a situan or brorodosign, sorder standing II. o on pele mins.	Author \$\frac{1}{2} sites and an enthrope 1 to prodes, since of sites beginned, asino more broadersign, and one lond in g.S. comprises ins.	Authority distriction man finance for part lens, based distriction may be, a situation for contenting or, is mire rule rating. It is one pater ration.	As finally denses some on flowed to profe value of de refuger on I, and name of brown Bridge, send one landling II. on expedientation.
	Dependable, # lable and sell multiple d	Deposite like, reflektiv and self- med ka bel	Depresidable, or labeled min. off medicaled	Messlak allifusir basarah asak, adikuprana lo anqa ral lo lime kal dama rah.	Floride officie transits such, selling ones to on pand to liter but donuments.	Perukbrul Unite basenik sarek, sellingerus brengenil e limebol de menik	Moulder of the determination only willington, it is no pared to tree test demonstrate.	Physide a libule loss and same k, sellinge one, to empored to loss the d dominants.
	Good into procure of shifts a rel from the Eq. I common seek also effectively with a half and shadows.	Good in logues, or of sloft, and the sloftly in some market less that to ly with sloft E. of sales is.	Count lefe que no real shifts a rei l'he e hill y less om mu résole effectively se l'h shift anni shalvens	Cloud P for persured shifts and the shift to some marks de often fooly with shift, shower is an alread one of shift shifter in	Class of before power, and a life, and the a lattly to some manetum to of bushine \$\bar{\psi}\$ with al all, a hade observed and make real a balant address.	Closed infer per sum of shifts a red the a latting to a common wheat or, resignified to a red influence shift i, who size its arminal come also having from.	Carroll to beyone, creat shifts, and the shifty to common a deep, respectate and in there care, buff, shall not a mail male must shall not before a	Good felter personnels Mes and the shiftly to some marked in regulation for letter mare size if, a balle observation for so a latest oblige a
	Main's aire a parallere, up ore a filhale has and often in, ho suck or and a spage or a stillange, no, no adapt has been agree quickly and me align and democrach also per me and confidences.	Matelain aposition, spen althous bean of them, I crother and support softingence, to askep to state question of the state of the state spen was derected as per war of envilonment.	Alder to materia to a position, open- alitical cases did bers, to other and sap per lose tapen. The aldity of composition of in large decision parallel composition of in large decision parallel decisions. Indicate and confirms or	Alde to mainfelde a persillen, o persillent to persillent to persillent to the set of the set, to make a reli- t support of the set, to make a reli- t support of the set of the	Alder homostelatina para l ter, upore all such bases also filters, la cultura and super la collegación. The skilly la compara and la collegación de side aguar and la democrata land la para, condi collegación and la democrata las la para, condi collegación and la democrata las la para, condi collegación and la democrata las las paras, condi collegación and la democrata las las paras, condi collegación and la democrata las las paras, condi collegación and la democrata la	A pen I ise, upone a ratio hipsi ise allih sis- tum ani oliven, lo moba e ratio spape di soliven paren. The a billy lo poss, nel, pe cercole ani lobeg ode obsego los lali solito sistema il ratio hase in Tachmaritis; a samople, demonshi dei penitrali lity ani vadinosa in the samodinose lo mendi literature in the samodinose lo mendi literature in the samodinose lo mendi	Appendix, yes consists yolve allowing home allowing home allowing home allowing some section of the period of the	A parallem, a pare and object loss of that be more definers, be notice and suppose as designates. The adulty to present, presente and belogue to the angle to the with me bread one below on Technology course play, stress on long it hold y an one former to the course of meet to me.
						An informal for managers, for an analogy by man both religion, and have you a law and of directly over the in ourse up mainform.		As one order seed to come as ab, to are use apply recur bed brigane, and been a located of rear denset percent a lotter arms of body stood a review.



- Many other institutions are addressing this
 - Bristol: Career framework for Technical Staff
 - Glasgow: Job Family Role Profiles (Technical & Specialist)
 - Nottingham: Technical Services Job Family
 - Warwick: *Technician Job Family Profiles*
- Higher education can/should learn CPD from industry
- Value of CPD
 - Pockets of excellence in HE
 - Cost of CPD
 - Time for CPD
 - Value of professional registration
- York is now at the end of the beginning





Contents





Simon Breeden, Andy Firth, Ian Helliwell, Lucy Hudson and Graeme McAllister

A presentation of four personal career journeys from technicians at the University of York, and how these career journeys have informed the Technician Commitment Steering Group to develop career pathways at York