

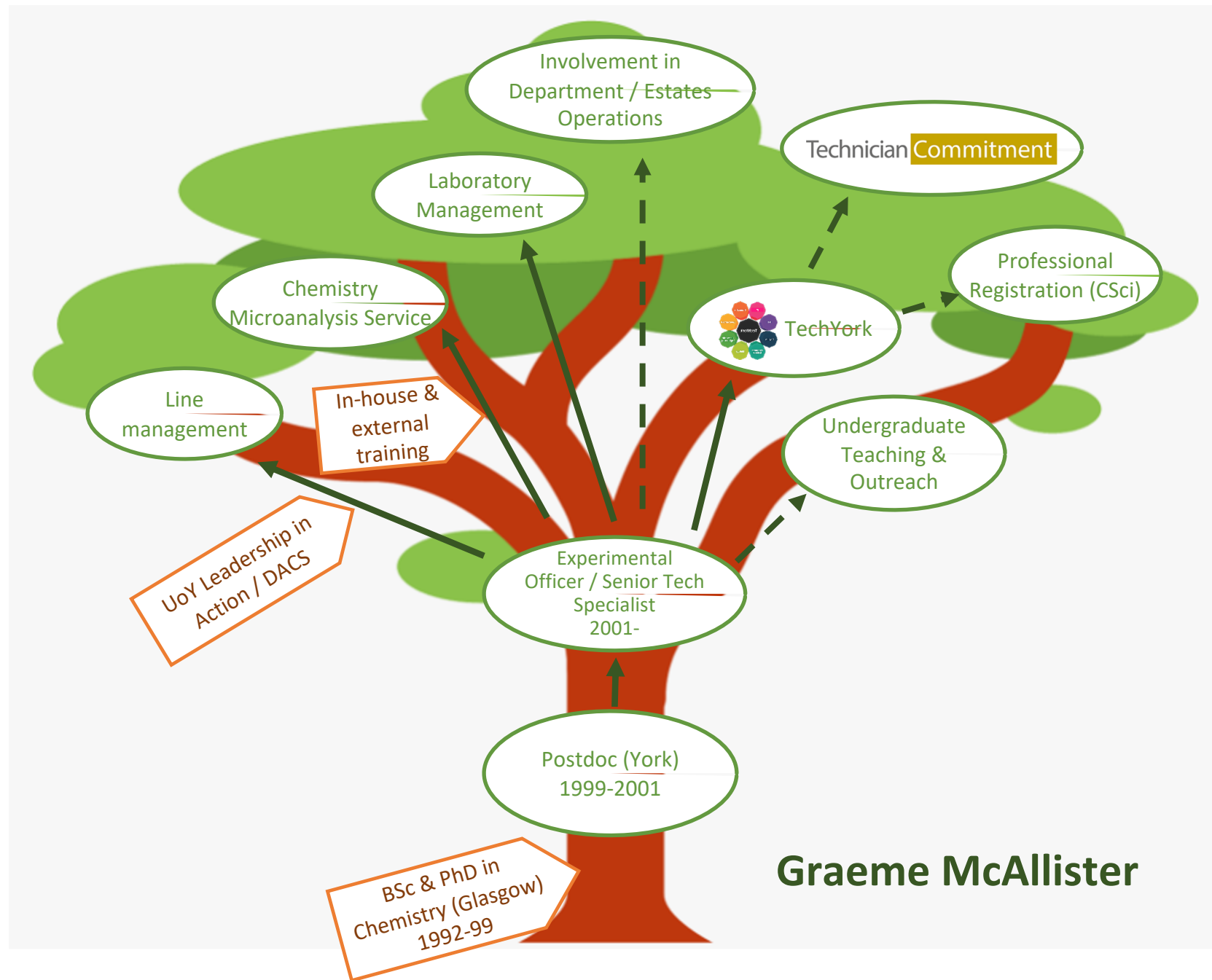
Technical Career Trees

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



Lucy Hudson





Ian Helliwell



Technical Manager
Department of Physics
(University of York)



Professional
Registration

Team Manager
Measurement & Analysis
(National Nuclear Laboratory)



Team Leader
(Sellafield Ltd.)
Sideways 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.)

Professional
Development



Technician
Biology Department
(University of York)



PhD - Biology
(University of York)



MChem (Hons)
(University of York)

Andy Firth

Technical Career Trees

- 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

Job category

Academic Administration Apprentices Audiovisual Business development Communications
Data management Editorial Finance Impact Interns IT Learning support Project management
Research Research support Teaching **Technicians** Training

Grade

Apprentice Grade 2 Grade 3 Grade 4 Grade 5 Grade 6 Grade 7 Grade 8 Intern
Professor Reader

Clear filters

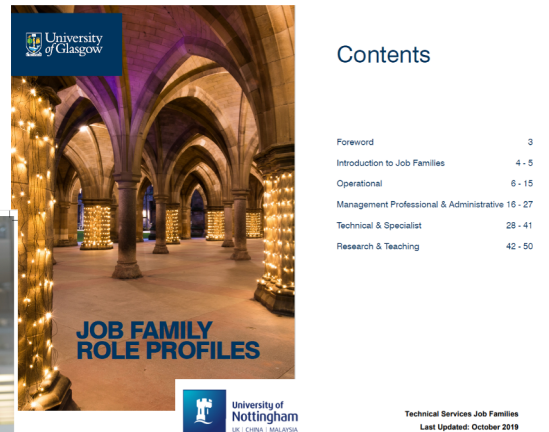
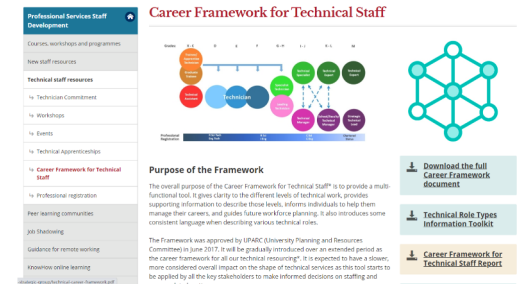
Category	Role	Grade
Technicians	Assistant Technician 9033	Grade 3
Technicians	Technician 9034	Grade 4
Technicians	Technician 9035	Grade 5
Technicians	Technical Manager 9037	Grade 6
Technicians	Technical Specialist 9036	Grade 6
Technicians	Senior Technical Specialist 9038	Grade 7
Technicians	Senior Technical Team Manager 9039	Grade 7
Technicians	Departmental Technical Operations Manager 9040	Grade 8

Technical Career Trees

- 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 Title	Assistant Technician	Technician (Grade 4)	Technician (Grade 5)	Technical Specialist	Technical Team Manager	Senior Technical Specialist	Senior Technical Team Manager	Dept. Operations Manager
Current York HMA Role	3	4	5	6	7	8	9	10
Next available Technical Training (2015)	Assistant Technician	Technician (Grade 4)	Technician (Grade 5)	Technical Specialist	Technical Team Manager	Senior Technical Specialist	Senior Technical Team Manager	Dept. Operations Manager
1	1	2	3	4	5	6	7	8
2	2	3	4	5	6	7	8	9
3	3	4	5	6	7	8	9	10
4	4	5	6	7	8	9	10	11
5	5	6	7	8	9	10	11	12
6	6	7	8	9	10	11	12	13
7	7	8	9	10	11	12	13	14
8	8	9	10	11	12	13	14	15
9	9	10	11	12	13	14	15	16
10	10	11	12	13	14	15	16	17
11	11	12	13	14	15	16	17	18
12	12	13	14	15	16	17	18	19
13	13	14	15	16	17	18	19	20
14	14	15	16	17	18	19	20	21
15	15	16	17	18	19	20	21	22
16	16	17	18	19	20	21	22	23
17	17	18	19	20	21	22	23	24
18	18	19	20	21	22	23	24	25
19	19	20	21	22	23	24	25	26
20	20	21	22	23	24	25	26	27
21	21	22	23	24	25	26	27	28
22	22	23	24	25	26	27	28	29
23	23	24	25	26	27	28	29	30
24	24	25	26	27	28	29	30	31
25	25	26	27	28	29	30	31	32
26	26	27	28	29	30	31	32	33
27	27	28	29	30	31	32	33	34
28	28	29	30	31	32	33	34	35
29	29	30	31	32	33	34	35	36
30	30	31	32	33	34	35	36	37
31	31	32	33	34	35	36	37	38
32	32	33	34	35	36	37	38	39
33	33	34	35	36	37	38	39	40
34	34	35	36	37	38	39	40	41
35	35	36	37	38	39	40	41	42
36	36	37	38	39	40	41	42	43
37	37	38	39	40	41	42	43	44
38	38	39	40	41	42	43	44	45
39	39	40	41	42	43	44	45	46
40	40	41	42	43	44	45	46	47
41	41	42	43	44	45	46	47	48
42	42	43	44	45	46	47	48	49
43	43	44	45	46	47	48	49	50
44	44	45	46	47	48	49	50	51
45	45	46	47	48	49	50	51	52
46	46	47	48	49	50	51	52	53
47	47	48	49	50	51	52	53	54
48	48	49	50	51	52	53	54	55
49	49	50	51	52	53	54	55	56
50	50	51	52	53	54	55	56	57
51	51	52	53	54	55	56	57	58
52	52	53	54	55	56	57	58	59
53	53	54	55	56	57	58	59	60
54	54	55	56	57	58	59	60	61
55	55	56	57	58	59	60	61	62
56	56	57	58	59	60	61	62	63
57	57	58	59	60	61	62	63	64
58	58	59	60	61	62	63	64	65
59	59	60	61	62	63	64	65	66
60	60	61	62	63	64	65	66	67
61	61	62	63	64	65	66	67	68
62	62	63	64	65	66	67	68	69
63	63	64	65	66	67	68	69	70
64	64	65	66	67	68	69	70	71
65	65	66	67	68	69	70	71	72
66	66	67	68	69	70	71	72	73
67	67	68	69	70	71	72	73	74
68	68	69	70	71	72	73	74	75
69	69	70	71	72	73	74	75	76
70	70	71	72	73	74	75	76	77
71	71	72	73	74	75	76	77	78
72	72	73	74	75	76	77	78	79
73	73	74	75	76	77	78	79	80
74	74	75	76	77	78	79	80	81
75	75	76	77	78	79	80	81	82
76	76	77	78	79	80	81	82	83
77	77	78	79	80	81	82	83	84
78	78	79	80	81	82	83	84	85
79	79	80	81	82	83	84	85	86
80	80	81	82	83	84	85	86	87
81	81	82	83	84	85	86	87	88
82	82	83	84	85	86	87	88	89
83	83	84	85	86	87	88	89	90
84	84	85	86	87	88	89	90	91
85	85	86	87	88	89	90	91	92
86	86	87	88	89	90	91	92	93
87	87	88	89	90	91	92	93	94
88	88	89	90	91	92	93	94	95
89	89	90	91	92	93	94	95	96
90	90	91	92	93	94	95	96	97
91	91	92	93	94	95	96	97	98
92	92	93	94	95	96	97	98	99
93	93	94	95	96	97	98	99	100
94	94	95	96	97	98	99	100	101
95	95	96	97	98	99	100	101	102
96	96	97	98	99	100	101	102	103
97	97	98	99	100	101	102	103	104
98	98	99	100	101	102	103	104	105
99	99	100	101	102	103	104	105	106
100	100	101	102	103	104	105	106	107

Technical Career Trees



Contents

Foreword	3
Introduction to Job Families	4 - 5
Operational	6 - 15
Management Professional & Administrative	16 - 27
Technical & Specialist	28 - 41
Research & Teaching	42 - 50

- 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



Technical Career Trees

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