



# Recognising Research Technical Professionals: a BBSRC perspective



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# Growing and attracting talent

Ensure the **supply of highly qualified, skilled and trained bioscientists** essential to:

- **maintain the UK research base, and support opportunities**
- **support innovation, enable growth in knowledge-intensive industries, and attract inward investment to the UK**



*Providing a skilled workforce in the UK maximising the benefit of our science, to economy and society*

# RCUK Statement of expectations for technology / skills specialists

*“Research Councils want to ensure that technology / skills specialists funded through our investments are well supported as **equal members** of research teams, and have **access to appropriate career development and progression.**”*

# Engaging with Research Technical Professionals



BBSRC... should establish whether the evidence for difficulties in career transition match the perception and should seek to support them where possible.

# Surveying Research Technical Professionals

NATURE | CORRESPONDENCE

## Performance metrics: Forge a clearer path for technical careers

Michael Ball, Rob Hardwick & Kelly Vere

Affiliations | Corresponding author

Nature **540**, 199 (08 December 2016) | doi:10.1038/540199c

Published online 07 December 2016

## Diverse roles and responsibilities

- ~400 unique job titles returned!
- 47% teach and 69% supervise students
- 45% have procurement and finance responsibilities
- 88% provide training

## Diverse backgrounds

- 51% had PhDs, 16% Masters and 25% undergraduate degree
- 46% female

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## Contributing to research

- 80% contributed work leading directly to academic papers; 21% report being mainly first author.
- 22% write research grants; 12% believe they are personally eligible to apply for BBSRC funding.

## Management of technical roles needs improvement

- 61% have up-to-date role descriptions
- 33% have clear performance metrics
- 22% have not accessed professional development training

# Workshop outputs

- **Understanding and recognition of technical roles**
  - More **standardised** job titles and descriptions
  - Recognition on **grants and papers**
  - **Case studies** of technical staff
  - **Promoting** technical careers in schools
- **Access to training**
  - **Standardised** training and qualifications
  - **Fellowships** for technical specialists

# Workshop outputs

- **Career structures and opportunities for progression**
  - More relevant **performance metrics**
  - Need **clear career tracks**
  - Lack of **technical leadership** in organisational structures
  - **Mentorship and secondments**
- **Access to funding**
  - **Grants** for technical staff



# Next steps



- We have initiated an Working Group to help us to synthesise the information from the workshop and survey, and form an **Action Plan**
- The group will report by early 2018
- We are taking the opportunity to work with other partners (move to **UK Research and Innovation**)



**THANK YOU!**

*Any Questions*

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