2021-2023 ICR Technician Commitment Action Plan

	Action	Owner(s) and related action plans	Success Measure
1. Visibility			
1a)	Keep an updated list for Technician Commitment audience. Adapt communications to reach a wider audience.	RDC	Take an inclusive approach and create a broader emailing list that includes all 'Scientific Professional' roles: 'Scientific officers' and the additional job families ('analytical scientists', 'staff scientists', 'research management' and 'BSU'). Make sure the TC communications reach everyone who wants to be part of the framework, and offer the opportunity for any individual to be added to other emailing lists, such as 'Postdocs and equivalents' if they feel this is more appropriate to their role.
1b)	Maintain high SOs visibility on the ICR intranet pages.	RDC SOA	Continue to work closely with the Communications team to ensure SOs are represented in the intranet pages, in particular in the "In Profile" weekly section. All SO activities and achievements to be reported in the "Notices" section and on the weekly Bulletin.
1c)	Create an SO Photography annual competition.	SOA	Create an SO photography annual competition that highlights SOs activities and achievements. Use shortlisted photos in social media and internal communications. To be run either as part of Technical Conference 2021 or independently.
1d)	Maintain high engagement of SOs in Public Engagement activities (subject to covid conditions).	PEO	Recover pre-covid levels of participation once conditions allow for this.

			Alternatively, maintain online engagement projects, for example the recent online Career Talks. Scientific officer Public engagement data to be recorded and monitored for dissemination at SO Conference annually.
2. Recognition			
2a)	SOA to launch pilot professional registration programme in 2021 starting with 5 applicants	SOA RDC	6 applicants to apply with support from Science Council. Process to be monitored closely, and applicants invited to feedback on experience and to become mentors to others. Results and feedback to be discussed at SOA monthly meeting.
2b)	Results of pilot professional registration programme to be shared and reported to SO community	RDC	First batch of pilot programme to be interviewed once accreditation is complete, and report feedback to SOA and all SO community via email and article on intranet. Professionally registered scientists invited to become 'mentors' of subsequent batches of applicants.
2c)	Increase professional registration awareness.	RDC	Include professional Registration info in the quarterly newsletter. Publish an article on Nexus featuring feedback of the 6 pilot professionally registered SOs, once they have completed the process. Monitor the PR pilot scheme closely and (L&D to) offer support for PR application, in articulation with the Science Council processes.
2d)	Raise awareness of external award schemes for SO grades.	RDC	External award schemes to be advertised in the quarterly newsletter and support for applications offered by the L&OD team.
2e)	Increase participation of SOs to the annual ICR Conference.	SOA	Ensure that the opportunity to present at the ICR Conference is widely advertised to the SO grades timed with the occurrence of the Conference.

3. Career Development			
3a)	Improve communications with technical staff.	RDC	Create quarterly SO email/ newsletter for SO highlighting SO Promotions, Mentoring scheme, promotion feedback/career support available and news/events/awards that relate to them. Technician Commitment webpage on the intranet to be updated to reflect any news and relevant events.
3b)	Work together with our partners at RITG to run cross–institutional dedicated events	RDC SOA	ICR to be involved in organising RITS2021 (currently being planned for November 2021). Target of 20 ICR SOs to attend the event. Feedback of event to be reported back to attendees.
3c)	Organise additional events/programmes with our partners at RITG	RDC SOA	To continue to organise virtual events for the joint technical community with our RITG partners. To explore the possibility of secondment programmes with our partners, conditional on covid situation.
3d)	Increase awareness of SO access to independent careers advice.	RDC	Independent careers advice to be advertised through the training bulletin, quarterly newsletter and SO monthly meeting. SO grades to be surveyed on the awareness on the next Staff Attitude Survey.
3e)	Increase awareness of the SO promotion criteria and associated mentoring scheme amongst all SO grades.	RDC	Mentoring scheme to be promoted in internal news articles timed with the promotions calls. SO grades to be surveyed at the SO annual conference on the awareness of the scheme.
3f)	Increase awareness of SO grades eligibility to the Future Leaders programme.	RDC	Future Leaders programme to be promoted in the SO monthly update timed with the programme call, and more widely in the quarterly newsletter. SO grades to be surveyed at the SO annual conference on the awareness of the programmes.
3g)	Highlight and celebrate the career paths of current ICR technical staff as inspirational	SOA	Invite internal SO grade to talk about their career at the ICR technical conference, in a career focused talk rather than research e.g. 'Career celebration lecture'.

	examples,possible career routes and role models.		
3h)	Increase membership in ICR 'SO and SO alumni' as well as 'Research Technicians' LinkedIn group	SOA RDC	LinkedIn group to be widely advertised in quarterly newsletter, SO monthly update and at the annual technical conference. Membership to increase 10% in each group.
3i)	Determine impact of Technician Commitment so far within technical staff	RDC SOA	Survey the SOs on what has changed for them as a result of implementing the Technician Commitment action plan, and also what other actions would they like to see from the SOA/TC.
3j)	Continue to establish the career destination of former SOs.	EDIM	Analysis of the SO next career destinations to be carried out. Findings to be presented to the SOA and at the 2021 annual technical conference.
4. Sustainability			
4a)	Create an ICR Steering Committee group.	SOA RDC	Steering group to include members of SOA, L&D, Faculty and HR, to drive forward the TC framework at the ICR. Conditional on the take up from other 'scientific professional roles', members of these job families to be invited to take part in steering committee. CEO to be approached and asked to nominate a faculty champion to be part of the steering committee. Discuss with HR the attribution of a dedicated budget for Technician Commitment, to be managed by SOA.
4b)	Use the data collected in the next Staff Survey to inform priorities and underlying issues for SO grades.	Head of OD RDC	SO Staff Survey data to be released and issues to be discussed at the SOA monthly meeting.
4c)	Pilot survey on motivation and ambitions of SO grades.	EDIM	Data to be presented at the ICR Technical conference and shared via internal news article.
4d)	Continue to improve data obtained through leaver questionnaire.	HR Director Action plan: ASSSG	Completion rates and data reported annually to the SOs through the monthly SO update and quarterly newsletter.

4e)	Explore opportunities for apprenticeships.	Head of OD	Continue to review use of technician apprenticeships at peer research institutes and make recommendations as to their use at the ICR. Explore options in collaboration with our Head of Shared Research Facilities.
4f)	Maintain and expand cross-institutional network with RITG peers.	SOA	Invite technical staff from other partners at RITG to attend and participate in upcoming Technical Conferences. Attendance and feedback from cross-institutional peers in Technical Conference.

Glossary

ASSSG – Athena SWAN Silver Steering Group

EDIM – Equality, Diversity and Inclusion Manager

Head of OD – Head of Organisational Development

PEO – Public Engagement Officer

RDC – Researcher Development Coordinator

SO – Scientific Officer (technical staff)

SOA – Scientific Officer Association