

Our Aspiration: A world-class university			
Workstream	6-12 months	1 to 2 years	2 to 5 years
Research for discovery and impact: Catalysing transformative research within and between disciplines			
<p>Recognition <i>Support technicians to gain recognition through professional registration</i></p> <p>Sustainability <i>Ensure the future sustainability of technical skills across the organisation and that technical expertise is fully utilised</i></p> <p>Evaluating impact <i>Regularly assess the impact of actions taken in support of the commitment to ensure their effectiveness</i></p>	<p>Communicate the opportunity for all Technical Staff to gain professional registration with an appropriate professional body and the benefits this will bring.</p> <p>Establish routes to allow Technical Staff to apply for funding to attend appropriate conferences to both develop and disseminate their expertise.</p> <p>Examine impact cases from the last REF submission to identify exemplars where Technical Staff input was vital to their success.</p>	<p>Ensure research facilities and equipment managed by Technical Staff are well supported and are easily accessed by Students and Staff.</p> <p>Promote the inclusion of Technical Staff as investigators (PI/CI) on internal and external research funding applications where appropriate and where funding bodies allow (e.g. Industry, Innovate, EU).</p> <p>Ensure Technical Staff are represented on School/Departmental, Faculty and University level Research Committees in order that the views of Technical Staff are represented in decision making processes related to research.</p>	<p>Examine impact cases submitted to the forthcoming REF submission to identify exemplars where Technical Staff input has been vital to their success.</p> <p>Recognise Technical Staff as an integral part of the research community by including a statement in the University's REF submission to evidence NU as a world leading employer of technicians.</p>

Education for life: Engaging, challenging and supporting students to discover and fulfil their potential

<p>Recognition <i>Support technicians to gain recognition through professional registration</i></p> <p>Sustainability <i>Ensure the future sustainability of technical skills across the organisation and that technical expertise is fully utilised</i></p> <p>Evaluating impact <i>Regularly assess the impact of actions taken in support of the commitment to ensure their effectiveness</i></p>	<p>Recognise that technical staff are crucial to teaching and learning at the university through inclusion of evidence in the institution’s TEF application around the quality of the NU Technical Staff body.</p> <p>Where appropriate develop “Technical demonstrator” opportunities to ensure specialised technical expertise is transferred from the research environment to the teaching programmes.</p> <p>Where appropriate provide the opportunity for all Technical Staff to gain appropriate training and associateship/fellowship with the Higher Education Academy.</p>	<p>Students to have increased awareness and appreciation of Technical Staff roles at the University by</p> <p>(a) featuring Technical Staff in the 2019 prospectus onwards and</p> <p>(b) showcasing the expertise of Technical Staff at Open Days and inductions.</p>	<p>Inclusion of teaching qualifications held by Technical Staff in the HESA return from NU.</p>
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Our People

Visibility

Ensure that all technicians within the organisation are identifiable and that the contribution of technicians is visible within and beyond the institution

Career Development

Enable career progression opportunities for technicians through the provision of clear, documented career pathways

Evaluating impact

Regularly assess the impact of actions taken in support of the commitment to ensure their effectiveness

Ensure all technicians complete fully their **electronic profile** and ensure their **HR SAP record** is current to show recent qualifications and Professional Designation.

Strengthen and support the **NU TechNet** networking group and its subgroups in key areas :

- (a) *Communications*
- (b) *Teaching and learning*
- (c) *Future Events*
- (d) *Equality and Diversity*

A Technical Staff section of the **Intranet** to be launched February 2018 across the University highlighting news, events and development opportunities.

Identify **equality and diversity priority areas** within Technical Services and ensure this fully integrates into existing University level EDI initiatives.

Showcase some of the work of NU Technical Staff at the **IST annual Conference** to be held in Newcastle in September 2018.

Identification and support for the **career development and progression** of leaders and managers from Technical Staff job family including participation in development programmes such as Senior Support Staff Development Programme, Leading your Technical Team and Chameleon.

Through OD **promote job shadowing, coaching and mentoring provision** to Technical Staff and ensure Technical Staff have the opportunity to access a mentor/coach and to learn new skills.

Where appropriate, key decision making Committees/Boards to have **Technical Staff representation/expertise**.

Introduction of **apprenticeships** up to and including Level 7 that existing and new Technical Staff can access, as a development opportunity.

Managers to nominate appropriate Technical Staff for **local and national awards**.

Engagement for economic and societal benefit: Making a difference locally, nationally and internationally

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