

Technician Commitment: Renewal Self-Assessment & Action Plan Guidance

*Please note: This guidance and template is intended for institutions who have already submitted their Initial Self-Assessment & Action Plan 12-18 months after becoming an official signatory of the Technician Commitment. This guidance and template is for **renewal** of ongoing self-assessment and action plans which are submitted every three years.*

The Technician Commitment aims to ensure visibility, recognition, career development and sustainability for technicians working in higher education and research, across all disciplines.

The renewal stage of self-assessment and action planning process asks for reflection on past action plans, evidence of progress and engagement and a further 36 month action plan. The self-assessment includes a 'RAG' analysis of previous action plans - a 'Red, Amber & Green' status report.

The Technician Commitment does not seek to dictate how organisations promote a positive culture for the technician community. This is a matter for autonomous institutions and the technician, research and academic community to agree. It is expected that as a minimum, signatories publicly state their Technician Commitment signatory status and institutional action plans on a dedicated and discoverable webpage, along with their named point of contact. The Technician Commitment asks signatories to evidence that the 'technician voice' is present in the development and formation of institutional action plans. The Technician Commitment is a collaborative endeavour and will support and facilitate the establishment and sharing of best practice demonstrated in the self-assessments and action plans. A vibrant community of institutional leads tasked with implementing the Technician Commitment is continually developing and the Steering Board aims to ensure a range of forums are available to enable peers to share expertise, good practice and experiences.

Cross referencing to other sector institutional reviews relevant to technicians is welcomed; for example, the Technician Commitment are keen to learn how signatories are advancing equality, diversity and inclusion for the technical community and institutions may wish to reference Athena SWAN and Race Equality Charter submissions. The Technician Commitment are also keen to learn of Teaching Excellence Framework (TEF), Knowledge Exchange Framework (KEF) submissions and Research Excellence Framework (REF) environment/People, Culture and Environment statements where technicians have been explicitly mentioned. The Steering Board are particularly keen to see activity and plans to enact the recommendations of the TALENT Commission embedded in renewed self-assessments and action plans.

Please note that finalised Action Plans should be signed off at an institutional leadership level (e.g. Vice-Chancellor/President/Director level). Kindly export this completed form (and any appendices) as a single .pdf file titled **Institution Name/Month/Year of Submission**. There are two submission windows per year – end of January and end of July every year.

For any additional queries, please contact tc@itss.org.uk.

Technician Commitment Renewal Self-Assessment & Action Plan

Evaluating Impact through Self-Assessment & Future Action Planning

Organisation: University of Dundee

Name of Institutional Lead: Elise Gallagher with Andrew Dodds, Jennifer Gallagher and Nicola Stanley-Wall.

E-mail: technicians@dundee.ac.uk

Date joined: June 2021

1. Please provide an overview of technical staff structures in your organisation, along with details of any changes since signing the Technician Commitment.

Across the University we have a range of structures, as appropriate to School or Directorate operations. We have confirmed an agreed definition of a technician role and adopted a position of self-identification. This has fulfilled an objective to have an inclusive technician community and acknowledge that staff from adjacent groups may also identify as technicians. Progress is still needed to fully establish the community, but significant progress has been made. The variation of disciplines and necessary roles means that structures may always need to have variation between Schools/Directorates.

2. Please provide an overview of the governance, leadership and reporting lines of the Technician Commitment at your institution, along with details on how it is resourced, and information on how your organisation has engaged with the wider community within and beyond your institution. How has this developed since you became a signatory?

Governance: There are two groups responsible for the steering and delivery of the Technician Commitment.

Technician Commitment Steering Group Membership

Director of People, Elise Gallagher (Current Chair)

Director of Estates and Campus Services, Rose Jenkins

Head of Talent and Development, Lisa Anderson

Trade Union Representative, Tamara Richardson

Academic Champion for Technician Commitment, Professor Nicola Stanley-Wall

Technical Champion(s) for Technician Commitment, Andrew Dodds and Jen Gallagher

Technician Commitment Steering Group Terms of Reference

To advocate for the University of Dundee's technical community.

To initiate and deliver actions aligned with the University's Technician Commitment obligations.

To secure the long-term sustainability and availability of technical skills throughout the University.

To ensure the exchange of best practices with other institutions and organisations.

Reports to University Executive Group

Technician Commitment Leads Group Terms of Reference

- To advocate for the University of Dundee's technical community.
- To promote, nurture, and empower technicians to reach their potential.
- To facilitate communication between the steering group and local technicians.
- To aid technicians in obtaining professional registration or recognition.
- To ensure technicians are identified in departments and their work is recognised.
- To help build a vibrant cohort of technicians in the University through networking and learning events.
- To share examples of local good working from across the university.
- To build connections and opportunities for learning from best practices from across the local region.
- To propose and deliver career development opportunities for technicians.
- To serve as a pool to represent technicians on university committees (for example, as per the H&S committee).

Reports to Technician Commitment Steering Group.

Resourcing – NSW, JG and AD have 0.1 FTE allocated in their workload model to leadership. The Technician Commitment Leads also have a similar workload allocation. We have administrative support for the Steering Group Committee via the University Executive Office.

For membership details please see: <https://www.dundee.ac.uk/technicians>

How has University of Dundee engaged within and beyond our institution

Beyond the formal governance meetings associated with the committees described above, internally we have held various events for all staff including a career fair (December 2023,) Staff Welcome event (September 2024) and various coffee mornings (both university wide and within Schools, minimum quarterly). School of Medicine hosts a monthly showcase event for technical staff to visit other facilities within the school. Various other internal promotion presentations, including departmental seminars, all staff meetings and Division retreats.

We have also engaged locally with colleagues at the James Hutton Institute and St Andrews University (Joint technician days October 2023, October 2024). We have also had representation at the Technician Commitment Signatory events (September 2023, November 2024.) Technician Commitment/Culture seminar with Dr Kelly Vere MBE (May 2024). Elisa Garcia-Wilson gave a presentation at the Edinburgh University Technician week, focusing on sustainability, September 2023.

We are members of the Scottish Technical Network and attended the University of Edinburgh technician week events (Careers pathway day, September 2024.) Technician Commitment champions are involved in organising the 2025 Scottish Technical Network conference held June 2025.

We are members of the CHEAD Technical Alliance and presented at the annual conference in 2023.

<https://discovery.dundee.ac.uk/en/activities/chead-technical-alliance-event-2023>

Technician representative (Eve Gumerova) sits on the Scottish Human Reproduction and Embryology Group (SHREG) organising committee for the 2024 and 2025 SHREG conference, held annually in Dundee. [SHREG 2025 - Meeting of the Scottish Human Reproduction and Embryology Group | Dundee City Region Convention Bureau](#)

[Technician Commitment signatory event - Discovery - the University of Dundee Research Portal](#)

All the reported activities have developed from the point of becoming signatories of the Technician Commitment.

3. Please provide a Red, Amber, Green (RAG) analysis on your institutional 36-month action plan indicating which activities you have undertaken and completed (green), which are in progress (amber) and which are still to be carried out (red). Please provide an explanation for those categorised as red. This may be detailed here or attached to this document as an appendix.

SEE ATTACHMENT

4. Please provide evidence that your previous action plans are having impact. (For example, you may wish to provide links to initiatives, websites, testimonials, articles/blogs).

(1) Increased visibility: University website and SharePoint environment for technicians: [Support for technicians | University of Dundee, UK](#)

(2) Pay and Benefit package: Implementation of the Dundee Deal, harmonising working hours and annual leave across all staff groups: [Terms and conditions for University of Dundee staff | University of Dundee, UK, uod.cm-send.dundee.ac.uk/t/j-e-skiuylt-diiilddjtl-r/](#)

The programme of work includes:

- a) An increase in annual leave entitlement to a total of 42 days annually for all staff (for staff in grades 1-6 this is an increase of between five and eight days)
- b) Introduction of an additional three fixed/designated days annually on the public holidays for Good Friday, Easter Monday, and May Day
- c) Retaining the existing fixed days over Christmas and New Year
- d) Consultation with staff on whether more of the annual leave entitlement should be fixed days
- e) Reducing the contractual working week to 35 hours for all staff (notionally for Grades 7-10 staff).

(3) Career pathways and career development:

(a) The careers fair (December 2023) received good feedback – people commented that they “*Learned about Career Development & Dealing with Hidden Disabilities*” and people

found about the “CRediT scheme from the LLC.” and that there is an “Advanced HE accredited Programme.” and “The fact careers service is there for staff as well as students.”

(b) Bespoke training for Technician Commitment Leads to support them to represent technicians from their Schools/Directorates was provided by colleagues in Talent and Development.

(4) Enhancing induction of new staff: Re-implementation of New Staff Welcome and Information Fair each September as an outcome.

(5) Reward and Recognition:

(a) “We Are Technicians” – a project to profile technicians across the University highlighting career paths. The outputs will be ready for December 2025.

(b) Dundee difference awards – see below.

1. Please provide details of how your institution is enacting the recommendations of the TALENT Commission (<https://www.mitalent.ac.uk/theTALENTcommission>).

Work to address any equality, diversity, and inclusivity considerations for technical workforces through implementation of targeted technician specific initiatives, and/or ensuring inclusion within wider all-staff initiatives, such as those linked to Athena Swan and the Race Equality Charter. Acknowledge that workforce characteristics of technical communities are often not uniform (e.g. reported differences by discipline area), with different approaches potentially needed for different communities. –

The University of Dundee takes an **all staff** approach. Changes include technicians being able to access career mentors (<https://www.dundee.ac.uk/talent-development/mentoring>), harmonisation of annual leave and inclusion in the Dundee Difference Awards.

Encourage appropriate inclusion of technical staff as authors, co-authors, or contributors on published papers and presentations, including providing clear guidance for appropriate inclusion at relevant stages, and sharing examples of inclusion within newsletters etc. –

All publications are encouraged to use the CRediT system for recognising all author contributions. During 2025-2026 there will be a focus on promoting use of the scheme.

Enable opportunities for technical staff to be considered as co-investigators, co-supervisors, for grants or projects-

Where applicable technical staff can apply for grants, some examples of recent successes include:

<https://www.dundee.ac.uk/stories/funding-award-purchase-new-spectral-flow-cytometer>

<https://discovery.dundee.ac.uk/en/projects/dundee-cryo-clem-platform>

<https://discovery.dundee.ac.uk/en/projects/application-for-a-slide-scanning-platform-to-aid-translational-re>

<https://discovery.dundee.ac.uk/en/projects/a-fully-integrated-flim-fret-system-for-imaging-dynamic-protein-p>

Alasdair Napier (School Support Specialist for Creative Technology at Duncan of Jordanstone College of Art & Design) awarded £5,000 grant with co-applicants Clem Seeballuck and Thomas Lau (School of Dentistry), from the [DTS/CTIL Innovation Pot](#).

NC3Rs 20-year anniversary public engagement award scheme “Breaking Barriers: Openness About the Use of Animals in Research” <https://discovery.dundee.ac.uk/en/activities/nc3rs-animals-in-research-outreach>

BBSRC Flexible Talent Mobility Account (FTMA) funding awarded to chemistry technician Maria Papain the School of Life Sciences.

Encourage and support events for visibility, outreach, and public engagement specifically for and/or including technical staff. Including e.g. showcase events, conferences, public engagement, open days, visits to local schools and colleges, T-level placements (in England), and work experience placements.

There are no restrictions on technicians participating in public engagement and conference events etc.

Public Engagement examples:

<https://discovery.dundee.ac.uk/en/activities/life-sciences-work-experience-week-2023> ;

<https://discovery.dundee.ac.uk/en/activities/primary-school-visit-to-james-hutton-institute>

<https://discovery.dundee.ac.uk/en/publications/plant-power-2024-evaluation-report>

<https://discovery.dundee.ac.uk/en/publications/plant-power-2021-information-boards-and-associated-activities>

<https://discovery.dundee.ac.uk/en/activities/plant-power-2021>

<https://discovery.dundee.ac.uk/en/activities/work-experience-week-2024>

<https://discovery.dundee.ac.uk/en/activities/cetpd-braeview-visit-june-2023>

<https://discovery.dundee.ac.uk/en/activities/life-sciences-work-experience-week-2023>

<https://discovery.dundee.ac.uk/en/activities/nc3rs-animals-in-research-outreach>

Conference attendance examples:

Steph Clark IGTRF Technician, presented at BEC 2025, Bulgaria.

The technicians in our animal resource unit were recently awarded first prize (out of over 50 entries nationally) for their poster on improving animal welfare at the Institute for Animal Technology annual congress <https://eu.eventscloud.com/website/13798/>.

Eve Gumerova, from the School of Medicine was awarded a bursary by the Society of Reproduction and Fertility (SRF) to attend this year's Fertility 2025 conference as an early career member.

Ensure provision and protected time for training and professional development, supporting technical staff to take advantage of development opportunities, such as technical training, placements, and/or professional registration. Define a minimum yearly allowance of days for technical staff to undertake professional development. –

<https://www.dundee.ac.uk/talent-development> provide a programme of activities open to all staff. Aligned with the 70-20-10 Learning and Development Model, we understand that most workplace learning happens through on-the-job experiences, interactions with colleagues, and formal learning opportunities. We recognise that these experiences are unique to each individual and their role within our university community. We invite all staff to tailor their professional development by engaging with Talent and Development colleagues as our specialist service.

There is also the opportunity to attend many bespoke external courses. The University have alumni from the below training programmes:

Executive Programme in Strategic technical leadership.

Herschel Programme for Women in Technical Leadership.

ITSS Knowledge Exchange Placement Scheme.

Leadership in action for Technician Course

ITSS Vivien Thomas Collaborative Leadership Programme for Technicians- alumni

Modern Apprenticeship in Life Sciences and related industries – 3 yr programme, School of Medicine

Wellcome funded Leadership transition programmes – technical staff participated in these as part of our research culture pilot activities (e.g., Arlene Rennie).

Technical Manager selected to be part of the TSN (UK Technology Specialists Network) review panel for the ‘•Undergraduate Summer Student Placements: Supporting RTPs to host undergraduate students in hands-on summer internships’ programme.

It is mandatory for all technicians working with animals and who hold Home Office licences to complete relevant annual CPD. This is typically held and delivered in house and focuses on aspects of the legislation, ethical considerations and promotion of 3Rs (Replacement, Reduction, Refinement). All other technical staff are also required to attend refresher courses on legislation and ethics, and when best practise is updated.

Our professional service mentoring scheme is open to all technical staff.

Review how staff contributions are recognised and rewarded at department- and institution-level, and whether inclusivity exists across all job families. –

Dundee Difference Awards have been established – you can read about the winners in 2024 here - <https://www.dundee.ac.uk/stories/celebrating-winners-inaugural-dundee-difference-awards> and in 2025 here – [The Dundee Difference Awards 2024-25](#)

Technicians recognised in 2024 include Roddy Mathieson, School Support Specialist for Metal Casting within Duncan of Jordanstone College of Art & Design and the School of Life Sciences Biological Services Team.

Technicians recognised in 2025 include Jen Gallagher, and Gisela de la Espada for Outstanding support. Alan Ross and Darren Kelly for Outstanding Contributions'

Certificate of Recognition, Science and Engineering staff award. Calum MacRobert, Enhancing the student experience.

Some Schools also have internal award and in the School Life Sciences Prize awards 2023 and 2024, there was technician success. For example, the People's Award went to Elisa Garcia-Wilson, Sustainability officer. The team award was given to the Media Kitchen Team.

Ensure representation of technical staff on department-, faculty-, and institution-level decision-making committees, boards, panels, and similar groups, through either a dedicated seat or designated technical advocates within senior leadership and/or existing members. This includes processes and committees to develop institution-wide strategies and long-term goals-

We have technical staff representatives on various committees:

<https://www.dundee.ac.uk/corporate-information/research-people-culture-and-environment-sub-committee>

<https://www.dundee.ac.uk/corporate-information/research-governance-and-policy-sub-committee>

<https://www.dundee.ac.uk/corporate-information/culture-and-arts-committee>

[People and Organisational Development Committee | University of Dundee, UK](#)

The University of Dundee staff survey working group had technical representatives.

Technicians have been seconded members to School Executive Group (e.g. Life Sciences).

Ensure considered inclusion of technical staff within all relevant communication channels and initiatives-

The University of Dundee uses the "All Staff Newsletter" for communicating information rather than a specific technician channel. Individual schools have their own communication routes which include monthly "Dean's messages" and School newsletters, SharePoint sites, email communication and digital notice boards.

Encourage formation of partnerships with organisations and initiatives that can provide technical training and wider technical networks. These partnerships can help to facilitate delivery of more technician-specific training across or within disciplines, and provide further opportunities for placements, secondments, equipment and knowledge exchange, and sharing of best practice. –

See above for details of our networks.

Partnership with Dundee and Angus College, to deliver free, practical training courses for staff.

Technician Commitment champions involved in organising the 2025 Scottish Technical Network conference held June 2025. [The 2025 Collaboration Fund recipients announced | Technicians](#)

Encouraging attendance for ITSS and other recommended technical training opportunities. Technical staff, successful completion of:

Executive Programme in Strategic technical leadership.

Herschel Programme for Women in Technical Leadership.

ITSS Knowledge Exchange Placement Scheme.

Leadership in action for Technician Course

ITSS Vivien Thomas Collaborative Leadership Programme for Technicians

Sign the Technician Commitment and engage with its initiatives and network of signatories-

We are signatories of the Technician Commitment, signed 2021 and we have had annual representation at the Technician Commitment Signatory events.

[Technician Commitment - self assessment and action plan | University of Dundee, UK](#)

2. Please provide a 36-month action plan; detailing plans to ensure your organisation continues to address the themes of the Technician Commitment and details of how impact will be evidenced and initiatives resourced. This may be detailed here or attached to this document as an appendix.

Attached as an appendix

3. Please evidence how the 'technician voice' was present in the development and formation of the 36-month action plan.

Discussion at Technician Leads Group meetings and Schools and Directorate technicians contributing through local forums.

4. Please confirm that your Technician Commitment status and 3-year action plan is published on your organisation's website and provide the relevant URL here:



Signed..... (Technician Commitment Nominated Institutional Lead)

Date: 25/06/2025

Si zc Ceallagw

Director of People

Signed..... (Technician Commitment Signatory – Leader of Institution)

Date: 25/06/2025

University of Dundee Action Plan 1	Steering Group (RAG rating)	Comments
Introduce clear guidance to ensure appropriate costing of technician time, equipment and facility charges so the full costs associated with technical staff and research are quantified in grant ...	Amber	There are school based discrepancies, managers of technical facilities are aware of the opportunity for full cost recovery as are colleagues who assist in grant application costings.
Develop and communicate clear and consistent guidance on the inclusion of technical staff as authors on research papers to ensure full and appropriate recognition for all contributions	Amber	CREDIT Taxonomy encouraged, Internal communications regarding appropriate authorship have been circulated.
Investigate opportunity to resubscribe to HEATED and NTDC	Green	Investigated. Not suited to purpose.
Establish routes and sources to allow technical staff to apply for funding to attend appropriate conferences to both develop and disseminate their expertise	Amber	All staff able to attend conferences, fully encouraged and can be evidenced. Move to green over time and with increased numbers/recording.
Establish a quarterly Technician Newsletter for updates related to Technician Commitment and emerging opportunities for technical staff	Green	Information is published in our all staff newsletter.
Better understand who we consider to be a technician ensuring that this is reflected in our HR systems.	Amber	Wider understanding of our technical population required, working progress. Lead technician represent each school/directorate. Leads group are the voice of the technical population within each area. Further work required from our People Directorate and Deans on identifying all technical staff
Provide the opportunity for appropriate technical staff to gain HEA teaching recognition.	Green	All staff encourage to participate in HEA teaching qualification, under the professional network. Open to technical staff involved in teaching.
Representatives of technical staff to be invited to graduation ceremonies as degrees are conferred in recognition of their contribution to student learning.	Green	Embedded
Develop a university wide mapping of technical activity to ensure that Dundee is equipped to deliver our ambitions in terms of excellence in Education & Student Experience and in Research with...	Red	Rolled into next action plan
Formation of a University Technical Managers committee with appropriate reporting structure and terms of reference to lead the development and delivery of the University's Technical Strategy a...	Green	Governance structure designed and in operation.
Periodic recognition of technicians' contributions to be part of the University's Internal Communications and the Message from the Principal.	Green	Technician achievements made visible in Dean and other regular messages. Other routes include Dundee difference awards which celebrate individual and team achievements by technicians.
Professional Registration/Accreditation to be embedded in recruitment processes for technical positions as a desirable recruitment expectation.	Red	Professional registration is encouraged but not embedded within recruitment. Further action required to identify all staff with professional registration and establish mentoring for the application process.
Develop appropriate technician specific career development activities, including developing tools and supporting career planning co-ordinated through the Organisational Professional Development...	Amber	All Talent and development courses are open to all staff.
Identify Equality, Diversity and Inclusion (EDI) priority areas across the University's technician community and put a plan in place to address these as part of the wider University EDI strategy.	Green	Harmonisation, Race Charter, Technician development in action plan.
Use with Abertay and St Andrews Universities and the James Hutton Institute to build relationships and networks.	Green	Joint events held annually with local signatories, networking, training, brain storming.
Promote the inclusion of technical staff as named researchers on internal and external research funding applications where funding bodies allow	Green	Embedded
Explore the expansion of the eligibility criteria for the supervision of student research projects to ensure that, where appropriate, technical staff can gain formal recognition for supervision...	Green	Not progressed as already included in technician work loads where appropriate.
Ensure the University has a strategic awareness of technical skills and that it can succession plan effectively at both School and University level, giving thought to the technical skills l...	Red	Rolled over into next action plan. Leads group to identify and report on each School/Directorate technical population.
Ensure technical staff are represented on School and University level research committees in order that the views of technical staff are represented in decision making processes related to research.	Amber	Technical staff represented on committees including Research People, Culture and Environment, Senior executive group, Research governance staff. Maintain action.
Ensure technical staff are represented on School and University level learning and teaching committees to ensure that the views and expertise of technical staff are represented in decision-mak...	Amber	Technical staff represented on committees including learning and teaching committees.
Students to have increased awareness and appreciation of technical roles at the University by featuring technical staff in future prospectuses and showcasing the expertise of technical staff at...	Amber	Awards for all, regular communication and Newsletter communication. Technicians celebrated at regular events, digital screens and in marketing material.
Secure an increase in technical staff leading practical teaching sessions in laboratories/workshops (where appropriate) to ensure opportunities for development in technical teaching roles.	Green	Technicians lead workshops and practicals. Technicians support module delivery, with input in development.
Celebrate and encourage the contribution of technical staff to the University's outreach/widening participation work.	Green	Technician involvement in public engagement and in conference attendance is encouraged and can be evidenced.
Explore commercial opportunities for technical expertise through exploitation of scientific and other facilities.	Amber	Encourage commercialisation of facilities and skills, example photography, mass spectrometry. On-going activity.
Explore how job descriptions might be developed to make the career pathways open to technicians clearer in relation to teaching and/or research.	Amber	Aspirations to move to generic job description across institution. Has been implemented in some areas and not in others.
Clearer identification of support for the development of leaders and managers from technician roles.	Amber	Management training course for all staff encourages. Technical Leadership course attendance from TC champions, TC leads group workshops delivered to meet business need. Maintain and expand action.
Promote coaching and mentoring provision to technical staff and ensure technical staff have the opportunity to access a mentor/coach.	Green	Mentoring for all is available there is a specific professional service mentoring scheme.
Establish a mentoring/buddy scheme between technical staff.	Green	Mentoring scheme open to all staff. It has been very popular with Technicians as mentors and mentees.



University
of Dundee

Technician Commitment

Technician Commitment Action Plan

July 2025 -
June 2028

University of Dundee

Technician Commitment Action Plan

July 2025 – June 2028

Our definition of a technician:

“In pursuit of our triple intensity and social purpose, technicians at the University of Dundee use their technical expertise, specialist knowledge, and practical, analytical, and management skills to make a wide range of vital contributions to research, teaching, and innovation.”

Adapted from the UKRI definition of technician

Context statement:

We have used the MI talent report detailing recommendations for employers as the foundation for our action plan.

You can find the MI talent report here:

<https://www.techniciancommitment.org.uk/resources/reports>

Contact us:

technicians@dundee.ac.uk

Action 1:

MI talent recommendations for employers

“Take a strategic approach to the sustainability of technical skills and career paths.”

“Ensure inclusion of technical staff and/or technical expertise within end to-end recruitment processes when hiring for technical roles. This should include utilising technical expertise when compiling role profiles, advice on where to advertise, and technical input on recruitment panels.”

Technician Commitment Category – Sustainability, recognition

What will we do?

- Review the current range of technical roles across the University.
- Scope standardisation of technical role descriptions and a framework for roles.

What does success look like for us?

- An agreed approach to delivering a level of parity across technical roles while recognising the variation and specificity of different specialisms across the institution.

Who will help make sure we succeed?

- People Support
- School Managers
- School Deans
- Technician Commitment Champions and Steering Group
- Individual recruiting managers

Action 2:

MI talent recommendation for employers

“Ensure representation of technical staff on department-, faculty-, and institution-level decision-making committees, boards, panels, and similar groups, through either a dedicated seat or designated technical advocates within senior leadership and/or existing members. This includes processes and committees to develop institution-wide strategies and long-term goals.”

Technician Commitment Category – visibility, sustainability

What will we do?

- Review of technician representation on university committees to ensure our business needs are met.
- Embed technical representatives in committees where the technician’s voice is absent but needed.

What does success look like for us?

- Review of committee representation completed.
- Committees have a technician voice to meet business needs.

Who will help make sure we succeed?

- Senate Secretariat
- Deans and Directors
- Committee Chairs

Action 3:

MI talent recommendation for employers

“Ensure considered inclusion of technical staff within all relevant communication channels and initiatives.”

Technician Commitment Category – recognition, career development

How will we work to implement this recommendation?

- Encourage schools and directorates to recognise the achievements of technical staff via our established communication channels and awards mechanisms.
- Further develop the University of Dundee Technician SharePoint.

What does success look like for us?

- Increase in use of the University of Dundee Technician Commitment SharePoint.
- Staff newsletters frequently communicate information for or about technicians’ opportunities and successes.

Who will help make sure we are successful?

- Deans and Directors
- School Managers
- Technician Commitment Champions and Leads
- Individuals
- Internal Communication Team

Action 4:

MI talent recommendations for employers

“Provide transparent guidelines for how technical staff can be costed on to grants, sharing examples of best practice.”

“Enable opportunities for technical staff to be considered as co-investigators, co-supervisors, for grants or projects.”

“Encourage appropriate inclusion of technical staff as authors, co-authors, or contributors on published papers and presentations, including providing clear guidance for appropriate inclusion at relevant stages, and sharing examples of inclusion within newsletters etc.”

Technician Commitment Category: sustainability, career development

How will we work to implement this recommendation?

- Promote and support technical staff to be named researchers on internal and external research funding opportunities. Including identifying and promoting relevant funding calls and grant writing support.
- Encourage and facilitate technical staff to build profiles in Discovery where they have defined research activities.
- Develop and socialise guidance on the inclusion of authors on research papers based on the CRediT taxonomy system to allow full and appropriate recognition for all contributions including those made by technicians.

What does success look like for us?

- CRediT taxonomy guidance is known and used.
- University of Dundee Technician Commitment SharePoint Site is used and updated regularly.
- Staff communications include opportunities and successes relevant to our technicians.
- Increase in the number of technicians using Discovery.

Who will help make sure we are successful?

- Research Innovation Services
- Library Academic and Cultural Services
- Technician Commitment Champions and Leads
- Deans and Directors
- Associate Deans Research
- Individuals

Action 5:

MI talent recommendations for employers

“Ensure provision and access to professional development opportunities and training for technical staff, including professional registration.”

Technician Commitment Category – career development, recognition

How will we work to implement this recommendation?

- Encourage technicians and line managers to draw on the wide array of training and personal development opportunities available to all staff.
- Work towards identifying technicians employed by the University of Dundee who hold external professional recognition.
- Share information about professional recognition for technicians with our staff.

What does success look like for us?

- Training and personal development opportunities discussed at annual reviews with individuals.
- Working towards technician-specific development themes identified from annual reviews being fed to the Technician Commitment Steering Group.
- A (subset) of technicians with external professional recognition have been identified.
- The benefits of holding external professional recognition as a member of staff at the University of Dundee defined.
- Information about professional recognition for technicians signposted internally and via all staff communications.

Who will help make sure we are successful?

- Talent and Development Team
- Technician Commitment Steering Group
- Technician Commitment Champions and Leads
- People Directorate
- Research Culture Team
- Internal Communication Team
- Line managers
- Individuals

Action 6:

MI talent recommendation for employers

“Encourage formation of partnerships with organisations and initiatives that can provide technical training and wider technical networks.”

Technician Commitment Category – sustainability, career development

How will we work to enact this recommendation?

- Sustain our interactions with local HEI and the wider Scottish technical network, to join forces on common activities, such as training, knowledge exchange, and conferences.

What will success look like to us?

- Holding at least one collaborative event with a focus on technicians per year.
- Increasing the number of technicians attending local (and national) events.

Who will help make sure we are successful?

- Technician Commitment Champions and Leads
- Individuals

Action 7:

MI talent recommendation for employers

“Sign the Technician Commitment and engage with its initiatives and network of signatories.”

Technician Commitment Category – visibility, recognition

How will we work to implement this recommendation?

- Succession planning for Technician Commitment Champions and Leads.
- Send (at least) one technician to (at least) one of the annual Technician Commitment signatory events.

What does success look like for us?

- Maintenance of the University of Dundee’s record of being Technician Commitment signatory.
- Successful transitions for Technician Commitment Champion(s) and Lead(s).
- Action plan progress and activities sustained.

Who will help make sure we are successful?

- University Executive Group
- Technician Steering Group Members
- Technician Commitment Champions and Leads