

PROUD SUPPORTER OF THE

Technician Commitment



Technician Commitment

UCA was the first specialist arts university to become a signatory of the Technician Commitment, a sector wide initiative that aims to ensure visibility, recognition, career development and sustainability for technicians working in higher education and research.

What is the Technician Commitment?

The Technician Commitment is a sector wide initiative that aims to ensure visibility, recognition, career development and sustainability for all technicians working in higher education and research, across all disciplines. UCA was the first creative arts university to become a signatory of the Technician Commitment.

At UCA, we have a community of 130 technical specialists who play a significant role in supporting teaching, learning and research within our creative education and research activities. Our Technicians are active practitioners and experts in their field and use their specialist skills and knowledge to lead the way in the development and delivery of practice-based teaching, supporting and enhancing creative education.

Technical staff are a highly regarded group within the University and we are committed to addressing the themes within the Technician Commitment to ensure that their specialist technical skills and creative practices are professionally recognised, developed and sustained. Through an ongoing commitment, we aim to create career pathways for technical roles that nurture the development and enhancement of technical specialisms and provide an attractive and viable career route for technical staff.

Technician Commitment Action Plan

To ensure that we continue to progress the main themes and continue to embed the Technician Commitment at UCA, we have agreed a 24-month future action plan. To establish actions that were relevant and meaningful to the experience of technicians at UCA, the technician voice was intrinsic to the formulation and development of the plan. As we progress, consultation and involvement of technical staff will play an important role in leading the development and implementation of the Technician Commitment.

Find out more, visit:

technicians.org.uk/technician-commitment

Year One



Year One

Action	Visibility	Recognition	Career Development	Sustainability
Establish a Technician Commitment working group to address and embed the Technician Commitment at UCA.	➤	➤	➤	➤
Create a communication and engagement plan to progress Technician Commitment. Include launch event to celebrate action plan approval and raise awareness across the UCA.	➤	➤	➤	➤
Include Technician Commitment logo within Technical Services email signatures to promote awareness and maintain commitment.	➤	➤	➤	➤
Continue to develop Technician Development Days in response to technical staff feedback and development needs. Use the Development Days as an opportunity to promote skill sharing, visibility and development through collaborative partnerships amongst staff.	➤	➤	➤	➤
Continue to support technical staff to attend and present at technical conferences, trade shows, networking and develop relationships with industry partners.	➤	➤	➤	➤
Increase internal and external visibility through the creation of Technical Services webpages within the UCA website. Establish platforms to promote news and achievements to external press, local, national, trade and specialist art and design platforms.	➤	➤		➤
Include technical staff in project teams for minor/major works relating to technical areas.	➤	➤		➤
Develop mechanisms for recognising the achievement and contribution for technical staff. Create champions in recognition of staff leading in their specialism.		➤	➤	➤
Support professional registration, HEA fellowship scheme, awards and accreditation from relevant professional bodies.		➤	➤	➤
Benchmark salary and technical structure against similar HEI's.		➤		➤
Review technical job descriptions and job families to establish clearer differentiation between roles, opportunities for career development and to ensure role profiles reflect changes to specialism and technology.		➤	➤	➤
Link principles of technician commitment to the skills matrix, looking at career pathway and development through pay grades and succession planning.			➤	➤
Carry out a skills audit to establish gaps and inform workforce and staff development planning.		➤	➤	➤
Investigate an allocation of days for technical staff to maintain and develop skills, and engage in technical research and development.			➤	➤
Review recruitment procedures and role profiles to reflect values, embed technician commitment. Promote flexible working to encourage worklife balance and continuing professional practice amongst workforce.	➤	➤	➤	➤
Prioritise staff wellbeing initiatives to promote a healthy workplace culture.				➤

Year Two



Year Two

Action	Visibility	Recognition	Career Development	Sustainability
Develop a cultural programme of events to showcase the creative talents of technical staff and create opportunities to research, develop, and participate in technical innovation.	➤	➤		➤
Host European technical network events. To widen participation, facilitate networking and broaden scope for new practices and skills to be incorporated into technical roles.	➤	➤	➤	➤
Establish collaborative working with academic staff through increased awareness and recognition of technical staff, capabilities and resources.	➤	➤		
Increase visibility and internal networking, creating opportunities for cross campus/county collaboration amongst staff, skill sharing and technical development.	➤	➤	➤	➤
Embed technician voice in course planning and review.	➤	➤		
Ensure technical staff are represented on relevant boards and committees.	➤	➤		
Establish options relating to modes of study to make continuing development more accessible and targeted to individual learning needs			➤	➤
Explore a mentoring scheme for technical staff. Further embed peer supported review.		➤	➤	➤
Embed leadership and management development and opportunities for technical staff. Link leadership and management accreditation to technical manager job descriptions.			➤	➤
Schedule ongoing, periodic review of role profiles and skills matrix to reflect changes in skills, software and equipment changes. Link to staff development budget planning.		➤	➤	➤
Review profile of technical staff to anticipate demographic challenges due to staff retirement and creation of skills retention strategy.			➤	➤
Develop creative partnerships with HEI's to explore principles and develop incubator projects that address sustainability, technology, enterprise and wellbeing.	➤		➤	➤
Review technical structure to understand levels of staffing and requirements for the sustainability of staff and skills retention.				➤
Embed Technician Commitment within the development of the Technical Services Strategy.	➤	➤	➤	➤

Year One/ Year Two

Action	Visibility	Recognition	Career Development	Sustainability
Develop and improve digital delivery methods and internal information platforms to make technical information more accessible. Provide a source for news and promotion of technical staff and technical discourse.	>	>	>	>
Schedule periodic review of implementation and impact of the action plan. Seek feedback and report progress to technical staff.	>	>	>	>

