

Technical Staff Development Opportunities for discussion at PDR

The information below is aimed at technical staff and their line managers to support the PDR process, but also as a useful guide for other times of year. Warwick has committed to enabling technical staff (including Research Technicians funded by grants) to a minimum of 2 days per year for professional/personal development, which could be a combination of the things available below. This is in addition to any other relevant training required for the role.

Through the TALENT programme [Home \(mitalent.ac.uk\)](https://mitalent.ac.uk), there are many development opportunities and specific events available for technical staff [Events \(mitalent.ac.uk\)](https://mitalent.ac.uk). The UK Institute for Technical Skills & Strategy (ITSS) also has an increasing number of opportunities, including courses such as leadership and management and access to funds [Opportunities for Technicians - UK ITSS](https://www.itss.ac.uk).

TRAINING

Training has been designed from the ground up for technical staff but we also have the opportunity to bid for bespoke training where needed! If there are soft skills you would like to access but can't find in the links below, let us know technicians@warwick.ac.uk.

Development opportunities are available through TALENT, ITSS and Warwick's Learning & Management Development Team but there are also opportunities for on-the-job development activities including our work-shadowing process set up specifically for technical staff [Work Shadowing \(warwick.ac.uk\)](https://warwick.ac.uk).

The TALENT team host a variety of soft skill sessions tailor-made for technical staff to help with development. Sessions that are currently running can [be found here](#). This provision is updated on a regular basis.

ITSS has a range of leadership programmes, including the Vivien Thomas series and the Herschel Programme for Women in Technical Leadership. They also offer a strategic level leadership programme. Details can be found here [Technical leadership programmes - UK ITSS](https://www.itss.ac.uk). They also have a knowledge exchange placement fund to allow you to learn new skills and share best practice with an institution either nationally or internationally [Knowledge Exchange Placements - UK ITSS](https://www.itss.ac.uk).

Programmes and Short Courses (both online and in-person) delivered by the Leadership and Management Development (previously L&D) Team at Warwick can be found here [Explore our development options \(warwick.ac.uk\)](https://warwick.ac.uk). Coaching and Mentoring and bespoke development opportunities are also available.

NETWORKING

Networking can come in a variety of forms, with the most obvious example being conferences and meetings. Opportunities to network can be facilitated through:

The Technical Conference & Skills Fund which ensures technical colleagues can competitively apply to attend appropriate conferences and courses to help in developing new skills. Two more rounds will be run in 2024 and details will be on the TALENT webpages soon [Home \(mitalent.ac.uk\)](https://mitalent.ac.uk).

Warwick Technician Events which are held twice a year and include an update on the Technician Commitment at Warwick, activities, showcasing of work undertaken by technicians with a chance to network. Details can be found on the TechNet website [Technet@Warwick](https://www.technet.warwick.ac.uk).

Research Technical Professional Forums are held on a regular basis and create an environment in which to share ideas, solve problems and discuss opportunities and collaborations. Further information can be found here [rtpforums \(warwick.ac.uk\)](https://warwick.ac.uk/rtpforums). An awayday for RTPProfessionals will be held at Stratford Innovation Campus on 12 June [Research Technical Professional away day - 12th June - News \(warwick.ac.uk\)](https://warwick.ac.uk/news/2024/06/12/research-technical-professional-away-day-12th-june)

For those on the management strand of the technical job family, the **Technical Managers in Universities (TMU)** network is a fantastic resource to join for free and includes a JISC email to ask questions of peers and an annual conference. The website is here [Technical Managers in Universities – TMU](https://www.tmunetwork.com/).

For those on the specialist strand, the **UK Technology Specialists Network (TSN)** is a useful free network to join, also with a JISC email and annual conference. TSN has also secured significant EPSRC funding to run further opportunities for technical specialists. The webpage is here [Technology Specialists Network](https://www.uktsn.com/).

CAREER DEVELOPMENT

Through the Technician Commitment we have published a Technical Staff Career Pathway which can be found online. We have recently piloted a new Careers Advice Programme for Non-Specialist Technicians which will run again in the Autumn. We have also piloted a Technical Specialists Promotional Pathway. Details can be found on the TechNet website [Technet@Warwick](https://www.technet@warwick.ac.uk).

For those needing support with advice on furthering their career opportunities, this is available through the links below:

Sarah Allen is the TALENT (Technical) Careers Adviser and is available to speak to any technical member of staff at Warwick about their career. Her details can be found here [Career development \(mitalent.ac.uk\)](https://www.mitalent.ac.uk).

Mentoring and coaching is available available at Warwick. Further information can be found here [Coaching and Mentoring \(warwick.ac.uk\)](https://warwick.ac.uk/mentoring).

GENERAL INFORMATION

For up-to-date information on the latest opportunities available, please access the links below:

MI TALENT website - [Home \(mitalent.ac.uk\)](https://www.mitalent.ac.uk)

ITSS website - [Home - UK ITSS](https://www.ukitss.com)

ITSS Newsletter - [Contact - UK ITSS](https://www.ukitss.com)

Information for Technicians at Warwick - [Technet@Warwick](https://www.technet@warwick.ac.uk)

Learning & Management Development at Warwick - [Leadership and Management Development](https://warwick.ac.uk/learning)

Contact us:

E-mail – technicians@warwick.ac.uk

Twitter - @TechnetWarwick

Website – [Technet@Warwick](https://www.technet@warwick.ac.uk)