

Technical Specialist Pathway Matrix

| Pathway | Technical Research | Teaching and Training | Impact, Outreach, Engagement | Collegiality, Leadership, Management |
|---|--------------------|-----------------------|------------------------------|--------------------------------------|
| FA9 – Strategic Specialist (Professorial Equivalent) | | | | |
| To be achieved through meeting minimum thresholds in each of the four key areas of activity as detailed | | | | |
| Total minimum score = 22 | | | | |
| Technical Specialist | 6 | 3 | 5 | 5 |
| FA8 – Principal Technical Specialist | | | | |
| To be achieved through meeting minimum thresholds in each of the four key areas of activity as detailed | | | | |
| Total minimum score = 18 | | | | |
| Technical Specialist | 5 | 3 | 3 | 4 |
| FA7 – Technical Support Specialist | | | | |
| To be achieved through meeting minimum thresholds in each of the four key areas of activity as detailed | | | | |
| Total minimum score = 14 | | | | |
| Technical Specialist | 4 | 2 | 2 | 3 |
| FA6 – Technical/Facilities Officer | | | | |
| To be achieved through meeting minimum thresholds in each of the four key areas of activity as detailed | | | | |
| Total minimum score = 10 | | | | |
| Technical Specialist | 3 | 2 | 2 | 2 |

Table 1: Proposed normal minimum thresholds by area of activity. Given the nature of technical specialist roles, there could be potential exceptions to scores required in individual pillars as long as total scores are met.