

Technical Research

Clearly capable of delivering specialist input in research using their area of expertise which demonstrates impact on practice/policy and/or can make an original contribution to knowledge either in research or teaching.

Band 3

Teaching and Training

Able to deliver routine teaching/training to a satisfactory standard.

Band 2

Impact, Outreach, Engagement criteria

Recognised externally for work in specialist field.

Band 2

Collegiality, Leadership and Management criteria

Able satisfactorily to contribute across a variety of administrative roles relating to research or teaching activity or operation of a technical resource/facility.

Band 2

It should be noted that the criteria listed above are the minimum requirements for promotion to Technical/Facilities Officer, however, whilst the total Band score between the four thresholds equates to 9 points, the minimum score for promotion is 10.

This document should be read in conjunction with the full criteria and career pathway matrix, available on the Technical Specialist Promotional Pathway webpage.

Technical Research

Demonstrated ability to undertake, develop and disseminate analytical or technical approaches to research which makes a significant contribution to the area of expertise, discipline or to pedagogy.

Band 4

Teaching and Training

Able to deliver routine teaching/training to a satisfactory standard.

Band 2

Impact, Outreach, Engagement criteria

Developing a reputation and recognition with key stakeholders for the broader value of specialist activity

Band 3

Collegiality, Leadership and Management criteria

Demonstrate the ability actively to organise and manage activity in support of academic processes or operation of a technical resource/facility, showing emerging leadership ability within immediate group.

Band 3

It should be noted that the criteria listed above are the minimum requirements for promotion to Technical Support Specialist, however, whilst the total Band score between the four thresholds equates to 12 points, the minimum score for promotion is 14.

This document should be read in conjunction with the full criteria and career pathway matrix, available on the Technical Specialist Promotional Pathway webpage.

Senior Technical Manager (FA8)

Technical Research

Has achieved national eminence and authority for their technical expertise and their ability to contribute to effective research delivery.

Band 5

Teaching and Training

Able to deliver routine teaching/training to a satisfactory standard.

Band 2

Impact, Outreach, Engagement criteria

Developing regional/national recognition for work demonstrating value of broad based technical activity.

Band 4

Collegiality, Leadership and Management criteria

Track-record of management capability within the Department or operation of a technical resource/facility. Demonstrates leadership ability within a wider group or department

Band 4

It should be noted that the criteria listed above are the minimum requirements for promotion to Senior Technical Manager, however, whilst the total Band score between the four thresholds equates to 15 points, the minimum score for promotion is 18.

This document should be read in conjunction with the full criteria and career pathway matrix, available on the Technical Specialist Promotional Pathway webpage.

Technical Research

Building an international reputation, influencing the field, through the distinction of their technical expertise which might include significant contribution to impact for the major development of one or more fields of knowledge.

Band 6

Teaching and Training

Able to develop and deliver teaching/training to a standard evidencing good practice at Foundation, UG or PG Level with evidence of enhancement and engagement with national frameworks and standards

Band 3

Impact, Outreach, Engagement criteria

An established regional or national reputation, which might include significant contribution to impact for the major development of one or more fields of knowledge at an international level

Band 5

Collegiality, Leadership and Management criteria

Effective management and development of activities or facilities important to income and/or reputation within or beyond the University.

Band 5

It should be noted that the criteria listed above are the minimum requirements for promotion to Strategic Specialist, however, whilst the total Band score between the four thresholds equates to 19 points, the minimum score for promotion is 22.

This document should be read in conjunction with the full criteria and career pathway matrix, available on the Technical Specialist Promotional Pathway webpage.