

## **Grade 5 Technician**

### **Summary**

Differences start to emerge at grade 5 between the 'generalist' and 'specialist' technician roles. Whilst there is still much overlap between the two, there is growing emphasis on supervision in the generalist/team leader role. For the specialist technician, the focus is on developing expertise in specific techniques within a research laboratory. Typical activities at this grade include:

- Working with greater independence to achieve the objectives of the research project
- Providing training, assistance and guidance to staff and/ or students in laboratory procedures
- Communicating with staff and students within the team/department and liaising with other technical groups, including estates and contractors, across the university to share knowledge
- Assisting with the implementation of safe working practices in line with legislative and local (University and departmental) requirements and carrying out standard risk assessments under the direction of senior staff, including the development of local rules and standard operating procedures
- Responsible for preparing specialist materials, compounds and/or solutions and setting up or modifying apparatus using various techniques as directed by senior technical staff or member of academic staff
- Operating and supporting the maintenance, testing, adjusting and repair of complex equipment or apparatus with direction from more senior member of staff
- Assisting with the planning and organisation of resources for the smooth running of the laboratory, including overseeing the ordering of apparatus and materials in line with local policy
- Responsible for overseeing that the general work area and laboratory are kept secure, tidy and that the provision of services and equipment is maintained
- Responsible for interpreting research data and keeping meticulous records
- Applying a working knowledge of theory and practice, ensuring continuous specialist development and sharing this knowledge with others in the laboratory as appropriate
- May have supervisory responsibility for junior laboratory staff and students

### **General Qualifications**

A degree or vocational qualification or equivalent level of knowledge and relevant experience. Some roles may have specific additional requirements..

## **Expectations of a Grade 5 Technician**

### **Communication**

Communicates with a range of individuals via email, phone and in person to provide assistance with routine enquiries. Contributes to scientific documents such as academic papers and writes standard operating procedures and results of experiments.

When required, demonstrates confidence in delivering presentations to the laboratory group and can provide expert advice to colleagues and students on laboratory protocols and other associated policies and procedures.

### **Teamwork and motivation**

May be required to deliver training to staff and/or students such as induction, safe working practices or demonstrating specialist techniques.

*Specialist Technician:* Works as an active and supportive member of the team, deputising for supervisors by leading project groups and mentoring fellow team members.

*Generalist Technician:* Oversees operational tasks within a team, including allocation of work and communication of feedback. Routinely provides input into team management decisions

### **Service delivery**

Works as part of a team to proactively contribute to the delivery of a front line service for staff, students and where appropriate external contacts. Provides guidance and information on routine requests.

### **Decision making**

Demonstrates ability to make routine decisions in own area of work and collaborative decisions in relation to the wider team or service area.

### **Planning and organising**

Determines own work pattern and task order with indirect or remote supervision from a line manager. May be required to undertake short term projects on an ad hoc basis.

### **Initiative and problem solving**

Works independently, yet in collaboration with other scientists and is able to demonstrate confidence, creativity and judgement using reasoning to break down the issues and assess the available options. Deals with unusual and/or complex problems, sometimes comprising large and conflicting data, and is competent in assessing the problem from different perspectives.

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### **Analysis and research**

Gathers information from standard sources and analyses routine research data using predetermined procedures. Works accurately to complete tasks as specified.

### **Sensory and physical demands**

Carries out experiments requiring concentration and / or co ordination

### **Work environment**

Understands how the work environment could impact on their own work or that of a colleague and ensures appropriate health and safety measures are taken to maintain a safe working environment

### **Knowledge and experience**

Applies working knowledge of theory and practice and shares this with others as appropriate. Demonstrates continuous development by acquiring relevant skills and competencies.