

Grade 8 Senior Technical Specialist/ Laboratory Manager

Summary

There continues to be some overlap between the Technical Specialist and Laboratory Manager. Typical activities at this grade may include:

- Working independently with a focus on original and theoretical research techniques.
- Designing new experiments and developing new scientific methodologies and analytical techniques and processes
- Providing operational management of a laboratory ensuring good laboratory practice and regulatory compliance in association with the Principle Investigator
- Collaborating with the principle investigator and colleagues to generate novel research proposals, publications and presentations
- Undertaking and collaborating in the development and implementation of innovative and novel techniques both within and external to the University
- Managing commercial projects and developing new business/collaboration opportunities to maximise income generation
- Negotiating and implementing contracts
- May be required to perform teaching in own area of expertise and undertake associated organisational and administrative roles
- Attending conferences to present and interact with fellow scientists, to network and exchange information
- Managing one or more laboratories providing scientific leadership to a large technical team
- Managing, motivating and developing staff, setting standards for work and ensuring training needs are identified and met
- Managing resources effectively to ensure services remain cost effective and that the laboratory produces high quality outputs
- Maintaining expert knowledge in field of specialism

General qualifications

A degree in a science subject, equivalent vocational qualification or relevant knowledge and extensive specialist experience. Some roles may have specific additional requirements.

Expectations of a Technical Specialist/Laboratory Manager at Grade 8:

Communication

Communicates with a range of individuals regarding routine enquiries. Frequently advises others on complex issues and provides expert advice to colleagues and students on own area of expertise. Writes technical specifications, journal articles and material for publication. Demonstrates confidence in delivering presentations to diverse audiences.

Teamwork and motivation

May be required to deliver training, specifically relating to specialist techniques

Specialist: Works as an active and supportive team member, managing project groups and mentoring fellow team members and may be called upon to demonstrate technical expertise.

Laboratory Manager: Sets goals and mid/short term work plans within the team. Ensures optimisation of resources and takes responsibility for making management decisions at departmental level.

Liaison and networking

Establishes networks within and outside the University to ensure mutual exchange of information and to build an external reputation

Service delivery

Defines service level agreements. Explores potential consultancy opportunities. Develops research policy/protocols.

Liaison and networking

Establishes networks within and outside the University to ensure mutual exchange of information and to build an external reputation.

Decision making

Proactively manages decisions in own area of work as well as on behalf of the team or laboratory. These decisions may have a significant impact in the longer term within the University.

Planning and organising

Organises, prioritises and plans resources where the project is likely to last for over a year. Takes responsibility for objective setting, managing budgets, staff and roll out plans.

Initiative and problem solving

Solves problems confidently, applying initiative, creativity and judgement using reasoning to deconstruct issues and assess the different options. Routinely deals with complex problems comprising a mass of, often conflicting data, and applies creativity to approach problems from different perspectives.

Analysis and research

Assesses the best method of analysis required to meet the objectives of the investigation. Gathers, analyses and interprets trends in data and uses the results to propose appropriate solutions. Develops methodologies and data gathering techniques, to synthesise results and examine them from numerous perspectives to form conclusions.

Pastoral care and welfare

Supports the welfare and well being of staff and/or students within the university and need to be aware of the support services available.

Team development

Laboratory Manager: Greater emphasis on developing the skills and knowledge of the team. This may involve coaching, mentoring team members or possibly providing advice to peers or a supervisor on a specific aspect of work.

Knowledge and experience

Shows proficiency in own area of expertise and acts as a point of reference to others and demonstrates continuous specialist development