Leadership Level

All four job families provide opportunities to progress into Grade 10 leadership roles. A leader at this level will typically be a Professor of Practice or Director of Technical Services and will have gained extensive experience and specialisation in several different job families. They may have a track record of nationally or internationally recognised achievement and engagement.

Typical Roles: Professor of Practice, Professorial Research Fellow, Professorial Data Scientist, Professorial Research Software Engineer, Director of Technical Services, Senior Principal Engineer

Experiences

Health & Safety responsibilities
- Develop and lead bids for future equipment purchases/maintenance programmes or research programmes in technical fields as a principal or co-investigator.
- Develop and maintain collaborations with external bodies in the supply and delivery of the service
- Lead on all Technical Services health and safety matters
- Be a member of the University Health and Safety Committee
- Maintain up-to-date health and safety knowledge, providing expert support/advice to others

Core responsibilities
- Ensure that effective management and reporting arrangements exist across the service
- Ensure utilisation of University space/resources generating proposals for improvement
- Develop productive relationships between academic and technical staff
- Leads a group of staff to ensure goals are delivered with budgetary and resource constraints, makes judgements and decisions regarding the level of staffing and resources
- Contribute to the development of University policies and procedures, leading on technical matters
- Liaise with College/Faculty academics to ensure that the service delivers all curriculum and research requirements
- Devise appropriate action plans for investment in the maintenance and strategic development of technical support staff, services and facilities
- Provide transformational and change-oriented leadership focussed on creating a collaborative style of working
- Build relationships with sponsors to understand needs and manage expectations to enhance reputation and ensure fulfilment of commitments
- Deploy and manage the University's technical budgets
- Lead the management, development and utilisation of all technical facilities ensuring that these continue to deliver all curriculum and research requirements
- Oversee all significant building projects to ensure suitability and incorporation of appropriate technical services facilities
- Establish a forum/network for communication between all technical staff in order to identify priorities and devise well-informed plans for strategic development
- Develop and promote professional standards and encourage participation in CPD
- Contribute to research outputs, including research papers, as a co- or lead author.

Leadership Level

Personal and professional development

Learning on the job

Working on strategies (e.g. first draft)
Leading a major project; initiating new and creative ideas resulting in successful implementation
Seek out opportunities to develop confidence and credibly represent UCL in high profile settings (e.g. chairing/presenting to large groups.

Learning from others

Engagement in discreet/ individual projects which have a defined start and end date
Access mentoring support from a colleague or local mentoring scheme
Attend internal or external networking events
Attend conferences and utilise opportunities to present

Formal learning

Accreditation/certification from a recognised professional body
UCL Leadership and/or Management training
Apply for training through a mid-career apprenticeship programme
Budget management training
NEBOSH/IOSH qualification
ILM Level 5 +
Working towards CSci or CEng

UCL Ways of Working
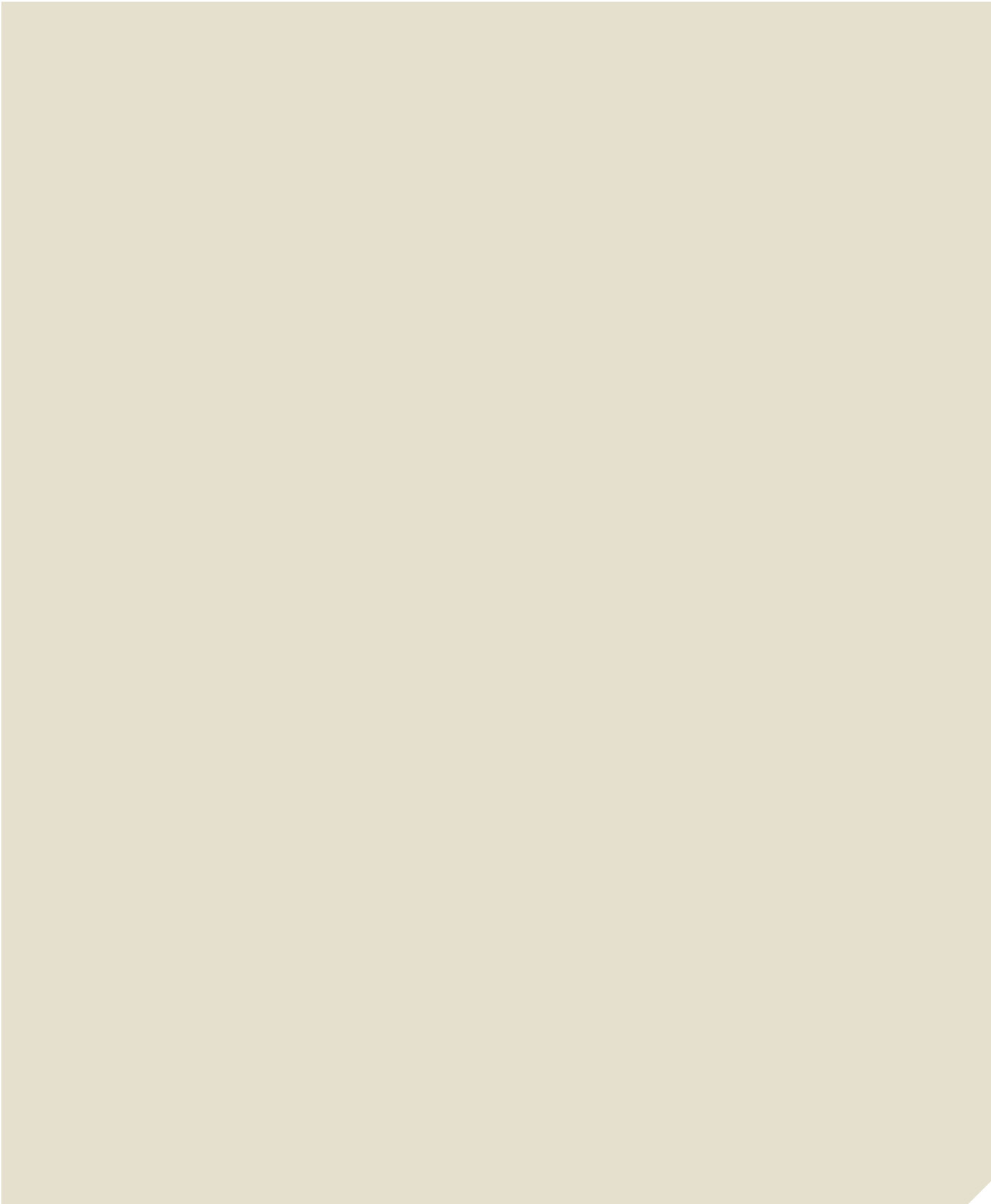
apply for grants independently and supervise PhD students. Up until then I had supervised many BSc/MSc students and undertook the day-to-day supervision of PhD's, but I could not be a primary/secondary supervisor of a PhD student.

Through my leadership, staff recruitment/training, equipment grants success and extensive track record in imaging, I ensure that the unit can deliver an imaging solution for almost any sample. The unit has an excellent national and international reputation for delivering a high quality and impactful imaging service, evidenced by the number of external users that choose to use our unit I manage a team of four highly qualified specialist technicians with strong cell biology and physics backgrounds, whose responsibilities are to help users with comprehensive imaging advice, training, help with advanced imaging techniques, image processing and analysis. I encourage my staff to forge collaborations with research group leaders and become intellectually involved in their projects, culminating in co-authorships. The unit supports the research of over 900 registered users from more than 60 diverse research groups across the whole of UCL. We also have users from many other UK universities as well as EU collaborators and some industry users. The facility has been very successful in terms of its research output, equipment grant funding (>£5M since 2016), translating in attracting talented research staff to UCL.

I have always been a very active citizen of UCL and served on many committees over the years and currently sit on five committees. I forged collaborations with several research groups within Biosciences and other faculties and external