

# HE Technical Roles

# Background

## What are the issues?

- The HE technical role is acknowledged to be misunderstood, undervalued and complex
- Job titles vary widely across the sector and within HEIs themselves
- Technical grades, pay scales and ceiling points are inconsistent across HEIs
- This leads to confusion for existing technical staff and for those considering entering the technical profession

# Our work

To address this confusion and bring consistency, we have created:

- **HE Technical Taxonomy (HETT)** - a taxonomy of technical roles, developed by aligning the numerous, complex technical roles into a common classification
- **Competency framework** - forms the basis for each technical role and provides a set of key competencies, which map to nationally recognised standards
- **Role Profiles** - align to the above taxonomy and competency framework

Together the three tools deliver a unified technical role package, illuminating career pathways within the technical profession.

# Approach Taken

The **HE Technical Taxonomy** has been developed by:

- Interrogating and aligning grading structures (from project partners) to form cross-sector technical classifications
- Comparing the classifications with HERA and HAY
- Examining job descriptions of existing and advertised roles to define key technical positions

The **Technical Competency Framework** has been developed by:

- Exploring the criteria currently used by partner organisations to grade technical roles, to provide a set of key competences for each role on the proposed taxonomy.
- Mapping this against nationally recognised standards e.g. the Science Council and Engineering Council's professional registers and the Higher Education Academy UK Professional Standards Framework (UKPSF).

The **Role Profiles** have been developed by:

- Working with project partners to create generic role profiles that align to both the HETT and Competency Framework.