

Technician Commitment Action Plan

Action	Activities	Pillar(s)	Timeline
Demonstrate organisation-wide support for technical staff working in health data science	<ul style="list-style-type: none"> Carry out a survey of technologists within HDR UK central team and wider community to ask how they would prefer to be referred to in this activity 	Visibility, Recognition, Sustainability	Year 1
	<ul style="list-style-type: none"> Two HDR UK Training & Education newsletters per year will be dedicated to relevant news and updates for technologists in the HDR UK community 		Years 1 & 2
	<ul style="list-style-type: none"> Regular social media promotion of career profiles, impact stories and technologist-led bitesize videos 		Years 1 & 2
	<ul style="list-style-type: none"> Build an HDR UK Technology Ecosystem community with recognised members and regular meetings and communications 		Years 1 & 2
	<ul style="list-style-type: none"> Formalise a code of conduct for development and stewardship teams 		Year 1
	<ul style="list-style-type: none"> Sponsorship of 2023 RSE Conference and a Trusted Research Environment satellite event 		Year 1
Recognise and reward the impact of technologists	<ul style="list-style-type: none"> Extend annual HDR UK “Hidden Roles” reward to have a specific technologist category and publicise winners via HDR UK communications channels 	Visibility, Recognition	Year 1
	<ul style="list-style-type: none"> Formalise recognition of technologist contribution to scientific papers through the Open Science policies 		Year 1
Develop training to meet the specific needs of technical professionals in health data science	<ul style="list-style-type: none"> Run a minimum of two annual tailored workshops/webinars for technologists in the HDR UK Technology Ecosystem 	Career Development, Sustainability	Years 1 & 2
	<ul style="list-style-type: none"> Develop tailored technologist-focused bitesize video learning pathways and other free to access E-learning materials via HDR Futures 		Year 1
	<ul style="list-style-type: none"> Ensure technologist representation on HDR UK’s “Talent & Training Advisory Group” set up to inform and steer the activity of the broader HDR UK training offering 		Years 1 & 2
	<ul style="list-style-type: none"> Set up a working group focused on training needs of Research Software Engineers, Data 		Year 1

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	Engineers/Analysts/Scientists and Infrastructure Specialists		
Highlight unique expertise and skills of the technical workforce in health data science	<ul style="list-style-type: none"> • Feature technologist subject matter experts and peer-reviewers in training, including bite-sized videos, workshops and webinars • Include a technology stream in HDR UK's annual science conference which will allow our technologists to highlight their work and contribution 	Recognition, Visibility, Career Development	Years 1 & 2 Years 1 & 2
Increase awareness of the rewarding technical careers in health data science	<ul style="list-style-type: none"> • Ensure technologist contribution and visibility at HDR UK career events • Publish technical career stories on the HDR UK website and social media • Run an in-person careers & networking event for health data science technologists (year 2) 	Recognition, Visibility, Career Development	Years 1 & 2 Year 1 Year 2
Increase diversity in the technical workforce	<ul style="list-style-type: none"> • HDR UK Technology team, Training team & BHF Data Science Centre to host an intern as part of the Black Internship Programme 2023 • Secure technologist career speaker at Black Internship Programme and Biomedical Vacation Scholarship training sessions • Profile individuals from groups and backgrounds currently underrepresented in technical roles within health data science on social media and website • Support the work of the Society of Research Software Engineering's EDIA subgroup 	Recognition, Sustainability, Visibility, Career Development	Year 1 Years 1 & 2 Years 1 & 2 Years 1 & 2
Facilitate the career development of technical staff in health data science	<ul style="list-style-type: none"> • Promote professional registration and the alliance of data professionals to technologists within the HDR UK community via communications channels • Linking to training and community building activities offered by such organisations as Society of Research Software Engineering, Software Sustainability Institute and ELIXIR DaSH Fellowship • Fund a travel grant/exchange grant for technologists to encourage knowledge exchange, networking and collaboration 	Career Development, Recognition, Sustainability	Years 1 & 2 Years 1 & 2 Year 2