



Job title	Senior Technician	Job family and level	Technical Services L3
Department	Bio-Support Unit	Location	All BSU locations

Purpose of role

Responsible for the day-to-day operation of specific areas (e.g. rooms) of the Unit, which may include supervising members of staff, planning work schedules/rotas, monitoring staff performance, and resolving routine problems. In this active supervisory role, undertaking of daily husbandry duties will still be required and remains essential, as well as focusing on the development of junior staff; transferring knowledge and skills to others in an effective manner and encouraging others to be the best they can be. Accordingly, staff must be highly dependable and able to demonstrate in a consistent and reliable manner the behavioural competencies as per University values. Senior technicians also help to maintain an overview of the conduct of animal studies undertaken by research colleagues and may conduct, advise, and/or assist with experimental procedures when appropriate and required.

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	Main responsibilities (Primary accountabilities and responsibilities expected to fulfil the role)	% time per year
1	Animal care & husbandry <ul style="list-style-type: none"> ▪ Perform a full range of husbandry routines for various laboratory animal species ▪ Champion a culture of care, embrace the 3Rs in all matters of professional conduct, and act as a role model for those work with laboratory animals 	50 %
2	Supervision & training <ul style="list-style-type: none"> ▪ Day-to-day organisation of a defined area of the Unit ▪ Team leader to a technical team including task scheduling ▪ Daily performance management and maintenance of high standards ▪ Preparation of Standard Operating Procedure (SOP) and Directly Observed Practical Skills (DOPS) training documents ▪ Training and assessment of Unit and research staff in, for example, animal handling, husbandry tasks and minor procedures 	20 %
3	Provide oversight and support of experimental work <ul style="list-style-type: none"> ▪ Develop and maintain strong working relationships with research staff, offering support and training where required ▪ Be familiar with study protocols, and requirements of planned and ongoing experimental work ▪ Contribute to the Unit's compliance safeguarding role 	30 %

	<ul style="list-style-type: none">▪ Be pro-active in offering technical and animal welfare advice to researcher staff, especially in the 3Rs▪ Be pro-active in identifying opportunities to develop new approaches▪ Performance of procedures (PIL A,B,C) as required	
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Person specification

	Essential	Desirable
Skills	<ul style="list-style-type: none"> ▪ Able to manage, breed, and care for a range of laboratory animal species in a research environment ▪ Competent in a range of minor procedures ▪ Proven skills in the effective supervision and support of a technical team ▪ Able to take initiative and make decisions ▪ Track record of problem-solving ▪ Excellent time management, planning and organisation skills ▪ Strong and effective communicator ▪ Strong attention to detail 	<ul style="list-style-type: none"> ▪ Competent inducing and monitoring animals under general anaesthesia
Knowledge and experience	<ul style="list-style-type: none"> ▪ Good knowledge of the Animals (Scientific Procedures) Act, 1986 ▪ An understanding of the standards established in the Home Office Code of Practice ▪ Experience preparing training documents incl. SOPs or DOPS ▪ An understanding of relevant Health & Safety legislation 	<ul style="list-style-type: none"> ▪ An understanding and experience of working in a regulatory environment to Good Laboratory Practice (GLP) standards
Qualifications, certification and training (relevant to role)	<ul style="list-style-type: none"> ▪ Holds an Institute of Laboratory Animal Technology Level 3 Diploma, or has equivalent knowledge and/or experience 	<ul style="list-style-type: none"> ▪ Training in Lean and/or Six Sigma working practices
Statutory, legal or special requirements	<ul style="list-style-type: none"> ▪ Holds (or has recently held) a Home Office personal licence ▪ Satisfactory basic disclosure obtained from the Disclosure and Barring Service. 	<ul style="list-style-type: none"> ▪ Registered animal technician ▪ Home Office Category C training



Expectations and behaviours

The University has developed a clear set of core expectations and behaviours that our people should be demonstrating in their work, and as ambassadors of the University's strategy, vision and values. The following are essential to the role:

- Valuing people** Is friendly, engaging and receptive, putting others at ease. Actively listens to others and goes out of way to ensure people feel valued, developed and supported.
- Taking ownership** Is clear on what needs to be done encouraging others to take ownership. Takes action when required, being mindful of important aspects such as Health & Safety, Equality, Diversity & Inclusion, and other considerations.
- Forward thinking** Drives the development, sharing and implementation of new ideas and improvements to support strategic objectives. Engages others in the improvement process.
- Professional pride** Is professional in approach and style, setting an example to others; strives to demonstrate excellence through development of self, others and effective working practices.
- Always inclusive** Builds effective working relationships, recognising and including the contribution of others; promotes inclusion and inclusive practices within own work area.

Key relationships with others



