



JUNIOR RCS SYSADMIN

(Jake)

BOOTCAMPS/HACKATHONS

May have skills gap due to remote working during COVID.
Might benefit from spending time w/ researchers.
Learning from others.
Prefers hackathon.

Prefers to start later in day.
Prefers intro levels.
May like to travel w/ interesting locations.
Would like to do secondment.

SEMINARS/CPD

Encourage hackathon approach here! Meets requirements even if it's not first choice
May prefer remote events.

Learn from each other!

SENIOR RCS SYSADMIN

(Peter)

May be running the hackathon.
May prefer more traditional, in-person events.
May want an excuse to not do grandad duties.

Prefers earlier start/earlier finish
Prefers intermediate levels
'Carrot'/Drinks for attending

Avoid word "training"
Updating skills.
Format outdated?
Needs academic peer to relate to.
Feels more comfortable in seminar.
Could be the mentor



BOOTCAMPS/HACKATHONS

SEMINARS/CPD

RCS SYSADMIN

(Penny)

Commit history available | Remote event (bootcamp) long/thin | Knowledge exchange | Difference in structure (week/month) or prototyping days | Reproducibility info (infrastructure, software, hardware, etc) | Guided project | Hands on but available after VM to reuse/revisit | Getting outdoors is important, even if uncomfortable | Raspberry pi experience

Home networking & support (work for joy at home) | Personal projects – present outcomes once a (term/half year/etc)

Buddy scheme

Training budget (time & cost)

Jean to enable for team

Supporting material (before & after) | Hybrid/remote | Recorded | Online/self-paced learning (w/ worked examples) | Orchestration

Coaching ↕

HEAD OF RCS

(Jean)

Peer programming | Outdoor location – away day activities | Walking activity | Cyber security escape room | Digital strategy transformation

In person event – happy to travel further

Supervision | Conferences – networking & speaking | Technical MBA (Head of RTP) | Leadership training | Vendor influencing | Get new kit for team to test | Sabbatical (refresh knowledge)



Secondments

Definition of secondments? | Help w/ finances | Need for contracts? | Get additional funding/collaborate with setup/scale up | Work with a small group of HR teams to show it can work | Promote value of shorter secondments (e.g. week) “retreat” | Match make groups for exchanges | Knowledge exchange | Equivalent to academic visitor programme | RIE visitor scheme | RIE career Q&A afternoon | Co-locate with event like CIUK to boost a 1-day session

Talk at CIUK

Mentoring

‘Arm-twisting’ mentors | Mentoring as alternative to management as part of advancement | Join existing schemes, e.g. HPC-SIG | Advertise! | Bring cohort together at some event so we can meet each other | Time limited mentoring on specific topics | Reverse mentoring, help overcome taboos about seniority as a mentor | Facilitation/workshop day – about the scheme, but really a way of matching mentor/mentee | How to kick start | Safe space | Mentoring speed dating

Research Landscape

Expected tech skills | Dealing with academics – anthropology | Shadowing/sitting in on events | Knowing the grant timelines for your most active users | Being able to capture requirements – translations/ facilitation |

Encourage RTPs to be part of e.g. grant panels | HPC drop-ins | Share training with researchers | Leadership courses focused on specific RIE scenarios | Non-technical communication

People

Academic acknowledgement of RIEs | Presentation skills | HPC Q&A targeted at various departments | Conflict resolution | Induction, expectations & processes (& review when necessary) | RIE specific scenarios in training | Cannot live in a silo | Cross-institutional communication | Knowledge sharing cross-institutions | Involving early career people in decisions | Business partnering / leadership

Time/Project Management

PRISM: PRIS-managers.ac.uk | Better links with ‘PRISM’ roles | Agile project management | 4-day week | Hire more people | Budgeting | Kanban vs Scrum | Service management (SLA)