


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.

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

Learn from each other!

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Format outdated?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

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)

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

Buddy scheme

Training budget (time & cost)
Jean to enable for team

In person event – happy to travel further

SEMINARS/CPD

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

Coaching ↓

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)