

Royal Microscopical Society and BioImagingUK: 3-year Technician Commitment Action Plan (2025-2028)

Pillar 1 - Visibility

- Launch an enhanced webpage highlighting how microscopy skills and knowledge are used in a variety of careers, featuring technician profiles and career pathways
- Conduct a comprehensive audit of RMS events and training opportunities to assess:
 - where there are any gaps in microscopy training provision for technicians
 - current technician participation rates and establish measurable targets for increased engagement over the next 36 months
- Work with Global BioImaging to roll out the Imaging Facility Publication Guidelines Poster across the world, partnering with international, national and regional networks and translating the poster into different languages
- Ensure technician representation on all RMS committees by formally embedding this requirement into governance structures and committee terms of reference.
- Continue highlighting technician roles through our social media channels, using the #ImagingScientist hashtag

Pillar 2 – Recognition

- Work with Global BioImaging to roll out the Imaging Facility Publication Guidelines Poster across the world, partnering with international, national and regional networks and translating the poster into different languages
- Adapt the Publication Guidelines Poster to make it suitable for other core facilities beyond microscopy, increasing the impact for technicians
- Increase visibility of the Vice-President's Award specifically targeting the technical community through targeted communications
- Analyse results from the partnership with Global BioImaging on the international survey examining Acknowledgement and Authorship culture for technicians and develop and publish best practice guidelines

Pillar 3 - Career Development

- Implement the RMS Registered Technician Status/Chartered Microscopist program with dedicated technician pathways
- Continue Coaching and Mentoring Scheme aimed at supporting technicians' careers
- Offer a presentation skills training course specifically for women, which is open for technicians
- Implement a job shadowing program that supports technical specialist visits between facilities to share expertise and best practices
- Compile a Glossary of Job titles, roles and salary bands in collaboration with Global BioImaging to create standardised terminology for technical positions and develop recommendations that can be used by HR departments for promotion or career advancement

Pillar 4 - Sustainability

- Enable technicians to supervise summer students through the URKI-BBSRC funded program to enhance EDI in the BioImagingUK network (four out of eight selected supervisors are technicians)
- Offer carers bursaries for parents and carers who are technicians to attend scientific meetings
- Conduct an EDI survey of the BioImagingUK network to capture the experiences of technicians
- Complete the 2024 follow-up survey of Imaging Scientists, with specific focus on technical career pathways
- Expand the Microscope Activity Kits program to reach more schools across the UK
- Continue the table-top Scanning Electron Microscope project in secondary schools highlighting technician career pathways

With this comprehensive action plan, we reaffirm our commitment to elevating the visibility, recognition, career development, and sustainability of technical roles within the microscopy and bioimaging communities. These initiatives represent our dedication to building a more inclusive and supportive environment where technicians can thrive professionally.

Sincerely,

A handwritten signature in dark ink, appearing to be 'Sali Davies', written in a cursive style.

Sali Davies,
Chief Executive Officer Royal Microscopical Society

April 29, 2025