

## **Malaghan Institute Technician Commitment 24-Month Action Plan**

This 24-month action plan sets out a phased approach to delivering the Technician Commitment at Malaghan Institute of Medical Research. It responds directly to feedback from the inaugural technician commitment workshop in December 2025 and is deliberately aligned with the institute's 2026 strategic goals and ongoing work to strengthen knowledge sharing, capability development and organisational culture (Project Synapse).

The plan focuses on activities that:

- Strengthen shared identity and connection across technical roles
- Build sustainable technical capability aligned to institute's needs
- Improve clarity, recognition, and consistency of processes
- Embed technical expertise into scientific thinking, not just service delivery

Actions are organised into two phases:

- **Phase 1 (Months 0–12): Foundation and early wins**
- **Phase 2 (Months 13–24): Embedding, scaling, and institutionalising**

Across four initiatives, the plan intentionally prioritises a small number of high impact actions. Later work focuses on embedding and normalising these activities rather than introducing new ones.

### **Initiative 1: Build community and shared identity**

**Supports:** Visibility, Recognition, Sustainability

#### **Phase 1 (Months 0–12)**

- Launch an annual Technical Specialist Week, including a BBQ
- Establish regular connection opportunities through monthly open coffee catch ups and annual workshop
- Maintain and actively use the Technician Commitment Teams channel, including adding a dedicated tab within the channel for Shared Challenges and Learning.

### **Phase 2 (Months 13–24)**

- Host inaugural Malaghan Technician Commitment conference mid-2027
- Embed Technical Specialist Week and celebration events as standing annual traditions.

### **Initiative 2: Career development, skills growth and knowledge exchange**

**Supports:** Career Development, Sustainability, Visibility

#### **Phase 1 (Months 0–12)**

- Develop a case with fundraising to support a centralised career development funding pool for technical specialists (courses, conferences, lab visits).
- Create a Technician Commitment Hub on Spark

#### **Phase 2 (Months 13–24)**

- Conduct a Workshop (#3) to identify career development needs and to inform a prioritised-career development plan (Phase 3)
- Transition professional development funding from pilot to a standing mechanism aligned to MIMR needs.

### **Initiative 3: Clear progression, recognition and visibility of technical expertise**

**Supports:** Career Development, Recognition, Visibility, Sustainability

#### **Phase 1 (Months 0–12)**

- Develop and share clear authorship and acknowledgement guidance, including practical templates for papers, posters and presentations
- Review and publicise progression frameworks on the Technician Commitment Spark Hub
- Create a “Technical Specialists at Malaghan” webpage featuring a collective image of technical specialists (taken post-workshop #2 in 2026) and a clear statement acknowledging the essential role this group plays in enabling and advancing the Institute’s research and innovation.

#### **Phase 2 (Months 13–24)**

- Embed recognition and contribution expectations into standard Research Office and publication processes (including use of templates)

- Create clear and consistent communication processes between HR, managers, and technical specialists when contracts are approaching renewal.

#### **Initiative 4: Cross-Malaghan engagement and inclusion**

**Supports:** Visibility, Sustainability

##### **Phase 1 (Months 0–12)**

- Foster a culture of inclusion where technical specialists are welcomed and encouraged to participate in relevant lab meetings, data discussions and planning conversations
- Develop the categories for technical skillsets at the Malaghan (Workshop #2) with the aim of providing a searchable tool in Phase 2.

##### **Phase 2 (Months 13–24)**

- Continue strengthening inclusive team practices so technical specialists are increasingly involved in relevant lab meetings, data discussions and planning conversations
- Create a searchable skillset function on Spark for Malaghan Technical Specialist

## Phase 1 (Months 0–12) Implementation Overview – March 2026 – March 2027

Initiative	Action	Lead	Approximate Timing
<b>Build community and shared identity</b>	1. Launch Technical Specialist Week (including BBQ)	TC Steering Committee + Comms	Early November
	2. Establish monthly coffee catch ups and annual workshop	TC Steering Committee (rotating)	April / Ongoing
	3. Maintain and actively use Teams channel, including Shared Challenges and Learning tab	TC Steering Committee + TC Community	Ongoing
<b>Career development, skills growth and knowledge exchange</b>	4. Develop case with fundraising for centralised career development funding pool	Kylie + Fundraising	August
	5. Create Technician Commitment Hub on Spark	TC Steering Committee (Germaine) + IT	March
<b>Clear progression, recognition and visibility</b>	6. Develop and share authorship and acknowledgement guidance with templates	TC Steering Committee + Chief Scientist + Research Office	October – March 2027
	7. Review and publicise progression frameworks on Spark Hub	HR	<b>Completed February 2026</b>
	8. Create “Technical Specialists at Malaghan” webpage	Comms	May
<b>Cross-Malaghan engagement and inclusion</b>	9. Foster culture of inclusion in lab meetings and planning discussions	Chief Scientist and SLT	Ongoing
	10. Scope institute-wide technical capability skillsets	TC Steering Committee + Workshop Group	Workshop 2 March 2026