THE HERSCHEL PROGRAMME FOR WOMEN IN TECHNICAL LEADERSHIP

A national programme designed to elevate and advance opportunities for women who are current or aspiring leaders in technical roles
INTRODUCTION

"There are some long-standing challenges facing the technicians working in higher education and research. However, thanks to research and insights into the demographics of this community, these challenges are being addressed.

Women are underrepresented in leadership positions across the UK technical workforce.

This unique leadership programme has been designed for current and aspiring women technical leaders to help address this imbalance. The course content has been curated by specialists with technical expertise who understand the sector and the variety of roles within it.

As the equality, diversity and inclusion lead for the TALENT programme, I’m passionate about creating opportunities for everyone and I’m confident that this programme will help more women advance their careers, in turn creating a more diverse and sustainable workforce.

This is a fantastic opportunity for technicians who identify as women and aligns with the vision set out in the R&D People and Culture Strategy to put people at the heart of the UK’s research and innovation ecosystem.

I’m excited to launch this pioneering programme for the second time in 2023, which will benefit individuals whilst helping to increase recognition and visibility of women within the technician community."

Denise McLean, Equality, Diversity and Inclusion Lead for TALENT
WHAT IS THE HERSCHEL PROGRAMME?

TALENT has developed a programme for women currently in technical leadership positions or those aspiring to be, and was successfully launched to our first cohort in 2022.

We know that women are underrepresented in technical leadership positions across the UK.1

This dedicated career development opportunity for women aims to address this, by providing a space for colleagues to learn new skills to develop themselves in a current technical leadership role or equip them if they aspire to be in the future.

The programme is named after Caroline Herschel, a pioneer in the discovery of comets and other astronomy work, assisting her brother William. Caroline was an early ‘technician’ at the turn of the 19th century and paved the way for the women of the future to contribute to and play key roles in scientific endeavours.

The programme will offer technical staff who identify as women, an opportunity to take part in a structured six-month programme to develop leadership skills, including modules on:

- You as a leader
- Context and culture
- Influencing and negotiating
- Confidence and empowerment

The programme will be delivered both virtually and in-person, with the opportunity to collaborate and network with colleagues across the UK in small cohort groups.

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PROGRAMME SCHEDULE

THE PROGRAMME WILL RUN FROM JANUARY TO JULY 2023.

<table>
<thead>
<tr>
<th>Date - 2023</th>
<th>Content</th>
<th>Method of delivery</th>
</tr>
</thead>
<tbody>
<tr>
<td>18 January</td>
<td>Launch event</td>
<td>Online, all delegates</td>
</tr>
<tr>
<td>February</td>
<td>3 hour module workshop and action learning sets</td>
<td>Online, in cohort groups</td>
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<tr>
<td>March</td>
<td>3 hour module workshop and action learning sets</td>
<td>Online, in cohort groups</td>
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<tr>
<td>April</td>
<td>3 hour module workshop and action learning sets</td>
<td>Online, in cohort groups</td>
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<tr>
<td>May</td>
<td>3 hour module workshop and action learning sets</td>
<td>Online, in cohort groups</td>
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<tr>
<td>June</td>
<td>Action learning sets</td>
<td>Online, in cohort groups</td>
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<tr>
<td>19 July</td>
<td>Celebration event</td>
<td>In-person, all delegates</td>
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HEAR FROM OUR 2021 ALUMNI

More than 170 technicians from over 50 organisations completed the first cohort of the Herschel Programme in 2021. Delegates reflected on the changes they had experienced as a result of completing the programme with many having successfully applied for new jobs and development opportunities. By taking part in the Herschel Programme you will have the chance to expand your network and develop your leadership skills with like-minded colleagues.

“The Herschel Programme has been the best thing that has ever happened to me and has changed my life for the better. It has helped me to find the confidence to recently apply for a secondment within a higher technical role that I got with the help of the course. I used the knowledge that was passed down to me from these inspiring women and will be forever grateful. I am very excited for the future and what’s to come.”

Sarah Goodwin
University of Salford
HOW TO APPLY

Applications for the Herschel Programme open on 26 September 2022. This course is free to attend.

The programme is open to technical staff who identify as women. We invite participants from across the UK in both higher education and research organisations to apply.

Applicants will need to submit a supporting statement from their line manager as part of the application, to ensure time on the programme is approved in advance.

Apply here

View Frequently Asked Questions

For any queries, please get in touch

TALENT PROJECT INFORMATION

TALENT is a project which leads and influences change to advance status and opportunity for technical skills, roles and careers in UK higher education and research. It is led by the Midlands Innovation (MI) consortium of eight universities in collaboration with key stakeholder and industry partners. It is the largest ever investment into technicians in higher education, whose specialist skills often go unrecognised despite the crucial role they play in the success of universities and the growth of the UK economy. It was announced by the former Science Minister, Amanda Solloway MP in February 2020.

For more information on the other activities taking place across the website, take a look at our website.

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