

Celebrating Technical & Specialist Career Progression

Report on Outcomes, Progression Routes, College Participation, and Gender Representation (1 March 2024 – 1 July 2026)

University of Glasgow | Technician Commitment Report | Published: September 2026

Executive Summary & Key Institutional Highlights

As part of the University of Glasgow's ongoing commitment to the Technician Commitment Action Plan, this report delivers a comprehensive analysis of career progression data for Technical & Specialist (T&S) staff over a 28-month period (1 March 2024 to 1 July 2026). The findings demonstrate high engagement, strong success across all career grades (Grades 4 to 8), balanced gender participation, and substantial representation across academic Colleges and University Services.

- **50 Successful Outcomes:** Out of 55 total applications submitted, 50 resulted in successful career progression, achieving an overall success rate of 90.9%.
- **Progression Route:** Regrading applications accounted for 96.4% (53 applications) of all submissions, while the new Internal Progression route accounted for 3.6% (2 applications).
- **Strong Cross-College Representation:** The College of Science & Engineering (CoSE) led with 34 applications (61.8%), followed by the College of Medical, Veterinary & Life Sciences (MVLS) with 19 applications (34.5%). The College of Social Sciences (CoSS) and University Services each contributed 1 application (1.8% each).
- **Grade 7 as Key Progression Benchmark:** Progression to Grade 7 represented the largest proportion of submissions (19 applications / 34.5%), highlighting significant progression activity at senior technical levels.
- **Equitable Gender Participation & Success:** Gender balance among applicants was exceptionally near-equal: 28 male applicants (50.9%) and 27 female applicants (49.1%). Female success rate stood at 92.6% (25/27) and male success rate stood at 89.3% (25/28).

1. Strategic Context & Framework Alignment

The University of Glasgow formally pledged its support to the Technician Commitment to ensure visibility, recognition, career development, and sustainability for all technical and specialist colleagues across all disciplines. Improving transparency around career development pathways and demystifying progression mechanisms was identified as a core objective within the University's Technician Commitment Action Plan.

Technical & Specialist staff play vital roles across our institution: managing world-class laboratory infrastructure, supporting teaching activities, developing cutting-edge research methodologies,

facilitating field work, maintaining analytical equipment, and delivering specialised technical services. Providing clear, fair, and accessible career advancement mechanisms ensures that expert knowledge is retained and rewarded within the University.

2. Headline Statistics & Progression Pathways

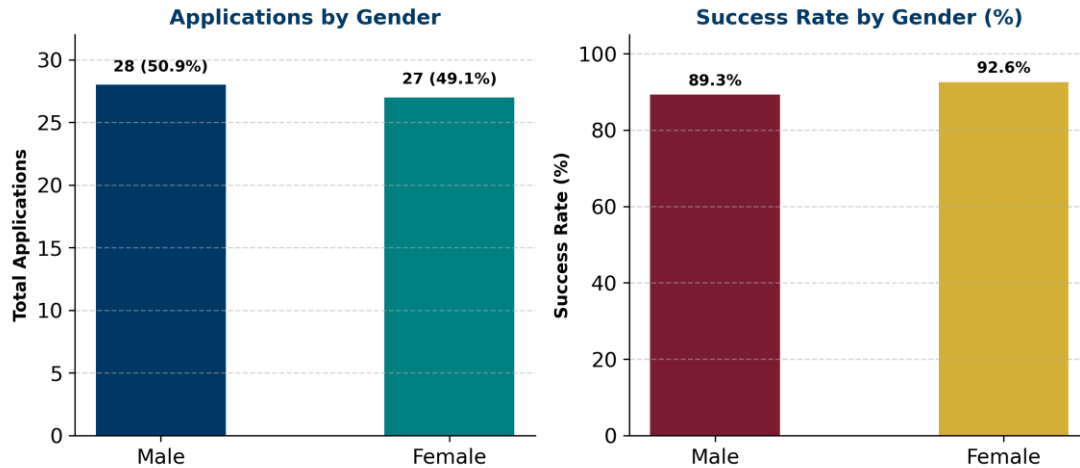
Between 1 March 2024 and 1 July 2026, a total of 55 applications were processed for members of the Technical & Specialist Job Family. An overwhelming majority of 50 applications were successful, yielding an impressive overall success rate of 90.9%.

Progression Metric	Total Applications / Count	Percentage Share (%)
Total Applications	55	100.0%
Successful Outcomes	50	90.9%
Unsuccessful Outcomes	5	9.1%
Regrading Route Applications	53	96.4%
Internal Progression Route Applications	2	3.6%
Male Applicants	28	50.9%
Successful Male Outcomes	25	89.3% (Success Rate)
Female Applicants	27	49.1%
Successful Female Outcomes	25	92.6% (Success Rate)

Regrading reflects instances where individual roles have expanded organically in responsibility, technical complexity, management duties, or specialist autonomy over time, leading to formal re-evaluation of the position. The Internal Progression route is a new system being rolled out at the University of Glasgow which will replace Regrading.

To place these figures into broader institutional context, the University employs 701 Technical & Specialist staff as of September 2026. The 55 progression applications submitted during the 2024–2026 reporting period represent approximately 7.8% of the overall T&S workforce actively engaging with formal progression processes. It is worth highlighting that this dataset solely reflects outcomes from formal regrading submissions and the designated internal progression scheme. Additional staff career advancements achieved through standard competitive internal recruitment are not captured in these metrics, indicating that total career development across the Technical & Specialist community is even more extensive.

Visual Insight: Gender Balance & Success Metrics



3. Detailed Progression Data by College & Service Area

A key priority in this evaluation is understanding participation across different organizational units within the University. Applications were submitted from both major STEM Colleges, as well as Social Sciences and University Services, demonstrating institutional-wide engagement.

Progression Applications Cross-Tabulated by Grade & College/Service

Grade Applied For	MVLS	CoSE	CoSS	University Services	Grand Total	% Share
Grade 4	0	1	0	0	1	1.8%
Grade 5	2	9	0	0	11	20.0%
Grade 6	5	10	0	0	15	27.3%
Grade 7	8	11	0	0	19	34.5%
Grade 8	4	3	1	1	9	16.4%
Grand Total	19	34	1	1	55	100.0%
College Share (%)	34.5%	61.8%	1.8%	1.8%	100.0%	-

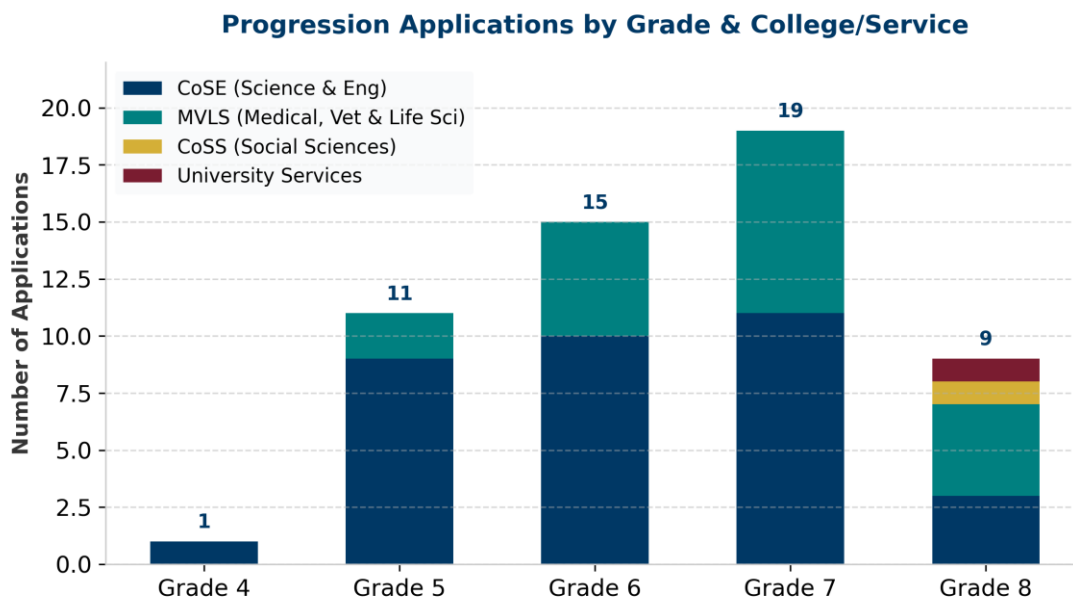
College & Service Level Narrative Analysis

- College of Science & Engineering (CoSE): Represents the largest single cohort of applicants, accounting for 34 of the 55 applications (61.8%). CoSE applications spanned Grades 4 to 8, with high concentration in Grade 7 (11 applications), Grade 6 (10 applications), and Grade 5 (9 applications). This high volume

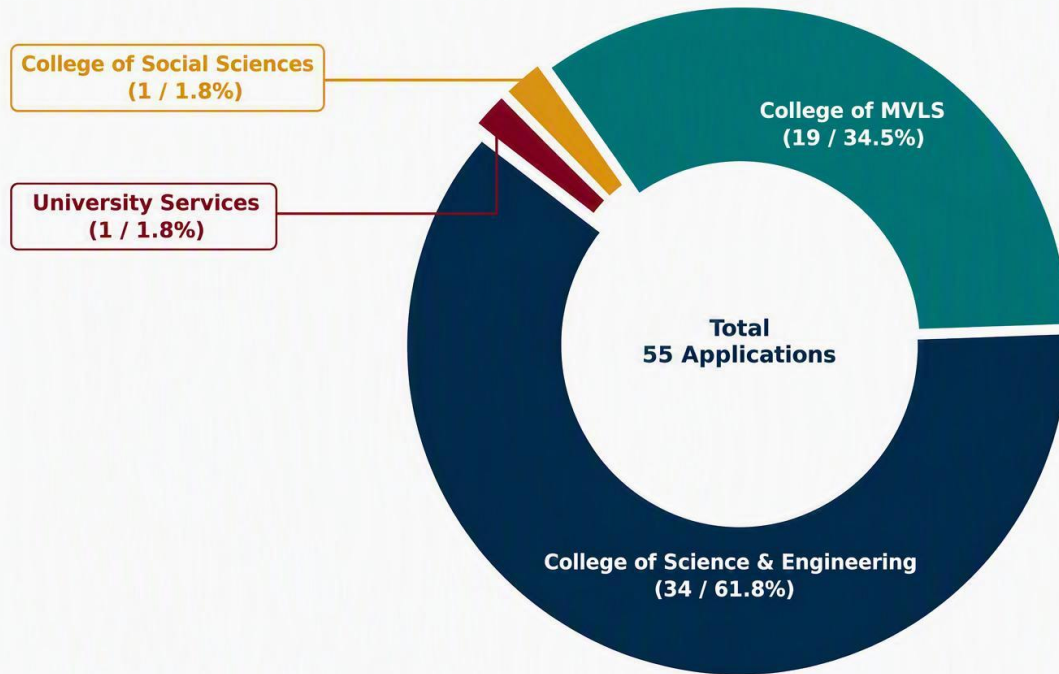
reflects the extensive technical infrastructure, specialised laboratories, workshop facilities and breadth of technical activity within CoSE.

- College of Medical, Veterinary & Life Sciences (MVLS): Contributed 19 applications, representing 34.5% of total submissions. MVLS applications were concentrated in senior grades: 8 applications for Grade 7, 5 for Grade 6, 4 for Grade 8, and 2 for Grade 5. This distribution aligns with the complex biomedical facilities, containment laboratories, core technical facilities, and specialised research leadership roles present in life sciences.
- College of Social Sciences (CoSS) & University Services: Each contributed 1 application at Grade 8 level (1.8% each). This reflects the very small Technical and Specialist job family headcount in these areas whilst Grade 8 applications highlighting highly specialised roles.

Visual Insights: College Distribution & Breakdown



Share of Applications by College / Service Area



4. Gender Representation & Grade Distribution Analysis

A central pillar of the University's EDI (Equality, Diversity & Inclusion) strategy is ensuring equitable access to career advancement across all gender groups. The data demonstrates exceptionally balanced participation and high success rates for both male and female staff.

Applications by Target Grade and Gender

Target Grade	Male Applicants	Female Applicants	Total Applications	Female Share (%)
Grade 4	1	0	1	0.0%
Grade 5	6	5	11	45.5%
Grade 6	8	7	15	46.7%
Grade 7	7	12	19	63.2%
Grade 8	6	3	9	33.3%
Grand Total	28	27	55	49.1%

Key Gender & Grade Insights

- Near-Equal Overall Participation: With 28 male applicants (50.9%) and 27 female applicants (49.1%), participation across the Technical & Specialist job family is virtually identical between genders.
- Female Prominence at Grade 7: Notably, female colleagues submitted 12 out of 19 Grade 7 applications (63.2%). Grade 7 represents a significant career milestone, typically encompassing senior technical specialists, lab managers, and facility lead positions.
- Exceptional Success Rates: Both groups achieved outstanding outcome rates: 25 successful outcomes out of 27 female applications (92.6% success rate) and 25 successful outcomes out of 28 male applications (89.3% success rate). The data demonstrates strong participation and successful progression outcomes across both male and female applicants.

Congratulations

Congratulations to all 50 technical and specialist colleagues who successfully achieved progression during this reporting period. Your expertise, dedication, leadership, and technical excellence are foundational to the University of Glasgow's research discovery, teaching excellence, and global standing.