

VIB Core Facility career tracks

Junior Core Facility Technician

- Max 3 years
- Level of training: professional bachelor
- Has the appropriate technical basic background
- Reports to the other technical profiles and core manager
- Works under the supervision of higher technical profiles
- Aim of the function: perform tasks (experiments, use of equipment, ...) to support the core facility work

Function:

After a period of training he/she is capable of:

- Performing standard assignments in an independent manner, based on existing methods/techniques and obtained experience
- Performing standard procedures, to a large extent in an independent manner
- Offering practical help for core specific techniques
- Having insight and know how in the core technology
- Operating core instruments, under supervision
- Performing quality checks
- Supporting the general organisation of the lab / office
- Supporting the reporting of data

Qualifications and skills:

- Welcomes continuous training to grow expertise and know how
- Has a service-oriented mindset
- team player
- Is communicative and proficient in (spoken and written) English and Dutch
- Shows interest for technology and its applications
- Appreciates an international environment
- Critical, but constructive mindset

Core facility Technician 1

- at least 3 years of experience in a core facility
- experienced technician that masters the core technology
- training level: minimal professional bachelor
- reports to the technology experts, technology specialists and core head
- aim of the function: executing more complex standard procedures to support the core facility work

Function:

- performs assignments in an independent manner, without supervision
- plans and organizes his/her work
- can cope with more complex (parts of) workflows and can finalize projects in an independent manner
- can fluently execute SOP's
- carries out basic analysis and reports this to the team
- performs quality checks
- carries out data analysis, including visualization of standard experiments for internal use
- can take responsibility to maintain technical installations, equipment and the general functioning of the lab

Qualifications and skills:

- See function Junior CF Technician
- Has in depth knowledge into the core technology
- Has the social skills to train junior technicians and maintain contacts with different stakeholders

Trajectory:

The possibility to move from the track CF Technician 1 to **CF Technician 2** relies on the ability to combine more complex tasks, both in execution and planning.

A **Senior CF Technician** possesses all requirements of a CF Technician and owns a broad knowledge on the key technologies of the core facility.

Technology Expert 1

- 5 to 6 years of experience
- Reports to the CF Head or CF Specialist

Function:

- Works fully independent, without supervision
- Plans and Organizes his/her own work
- Solution-oriented
- Communicates and interacts with stakeholders and potential new core facility users
- Makes short and long-term planning of own projects
- Manages the core equipment and assures optimal functioning
- Trains new colleagues and users
- Supervises new employees
- Writes and manages SOP's
- Analyses and interpretes data
- Makes project proposals, under supervision of the core head
- Optimizes and implements new technologies
- Experimental design

Requirements and skills:

- Has in depth knowledge and know-how in the core technology
- Has thorough knowledge of one or more technology specialties
- Makes argued and expertise-based decisions
- Strong communicator, both for internal and external communication
- Good in reporting, in a focused manner
- Proficient in project management
- See other tracks for general requirements (service minded, international environment, ...)

Trajectory:

The Technology Expert 1 track can evolve to the **Technology Expert 2** and **Senior Technology Expert** tracks, based on growing responsibility in project management, interactions with stakeholders/users and optimization of core technologies.

Technology Specialist

- Key person to anchor high tech knowledge in the core
- Responsible for high tech support and project management
- Reports to the Core Facility head
- Supports the Core Facility head for specific managerial aspects (e.g. project negotiations, setting up projects) and is involved in specific strategic tasks (e.g. represent the core in specific outreach activities or internal communication, involved in search for funding)

Function:

- Performs experimental work
- Has specialist knowledge of the core technology/devices
- Manages core technology for efficiency and improvement (efficient usage, planning, maintenance, usage tracking...)
- Providing high-quality service in the core technology
- Keeping core technology up to high standards and cutting edge
- Implementing new technology and applications
- Designing experiments
- Performing data analysis/visualization
- Reporting of data to facility users/clients
- Supervising junior technicians, CF technicians and CF Experts
- Interacting/communicating with stakeholders and (potential new) users
- Making project proposals
- Making short- and long-term planning of Core Facility projects
- Making argued decisions in Core Facility projects
- Valued contribution to group meetings/projects
- General and critical view over non personal assigned projects

Qualifications and skills:

- At least 10 years of experience in core technology
- See other tracks for general requirements (service minded, international environment, ...)
- People management
- Project management
- Decision making
- Flexible

Head of Core

- Oversees the operations of the facility
- Reports to Core Facilities director

Function:

- Safeguards the position of the facility as a world top notch facility
- Has end responsibility on all Core Facility activities
- Ensures that the Core Facility activities are aligned with institutional policies and objectives
- Ensures high quality services
- Ensures competitive prices and sustainable financing
- Ensures the implementation of the state-of-the-art technologies
- Ensures availability of top quality technical and scientific expertise at the Core Facility
- Ensures national & international visibility of the Core Facility
- Is directly involved in important negotiations (R&D, alliances, financial, etc.)

Qualifications and skills:

- Extensive experience as manager
- General knowledge of the Core Facility technologies and applications
- Strong people, project & financial management skills
- Strong decision-making ability, in particular, during crisis
- Strong communication skills
- Ability to negotiate
- Proficient in written and spoken English