



UNOLS Technician Recruitment and Retention Program Proposal

- **Workshop/Austin February 2009 - Key topics discussed:**
 - Aging Workforce
 - Competing Employers for highly skilled personnel.
 - Increasing more complex work environment
 - Finding well suited personnel that have potential and desire to work at sea



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- **Feedback and Follow-On Discussions:**

With feedback from NSF and community UNOLS proposed and was funded to add one full time staff member to the UNOLS Office to conduct and manage a two-year pilot program. At the completion of the two-year pilot program it is expected that the program will be transitioned from the UNOLS office to a UNOLS institution through a competitive proposal process.



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- **Benefits of this position**
 - A centralized Technical Support Manager would provide a focused coordinated effort fleet wide without bias towards any one institution. This would be more effective and cost efficient.
 - Leverage the expertise of the Executive Secretary by having this person work with the UNOLS Office staff.
 - Provide a resource that is not readily available within all technical services groups.



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- **Abilities and knowledge required**
 - Have an extensive background in the oceanographic research field with combined experience as an at-sea technician, marine operations manager, and possess a strong science background.
 - Have a good understanding of technical issues.
 - Understanding of personnel and human resource policies and procedures.



UNOLS Technician Recruitment and Retention Program Proposal (continued)

- Understanding of research vessel schedules and cruise planning.
- Ability to maintain accurate and up-to-date records and information using databases and information systems.



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- **Duties of Technical Support Manager:**
 - Evaluate all UNOLS Institution's Technical Operations in order to better understand shipboard and shore side duties and operations:
 - What are the at-sea technicians called?
 - What are their standard at-sea duties?
 - What standard-use equipment is onboard?
 - How are these technicians paid at sea?
(Base,OT,Sea pay)



UNOLS Technician Recruitment and Retention Program Proposal (continued)

- Work to create a UNOLS fleet-wide system for exchange of full-time technicians.
- In cooperation with the National Science Foundation's Program Director for Ocean Instrumentation and Technical Services and the RVTEC Chair, develop a training program for technicians with a focus on increasing versatility and skill level.
- Endeavor to create standard job titles and descriptions throughout the Fleet



UNOLS Technician Recruitment and Retention Program Proposal (continued)

- Work with the RVTEC chair to develop an evaluation/certification program to evaluate technicians with regards to experience, specific technical skills, education, training and availability for both full time and contract personnel.
- Maintain a UNOLS Web page to provide information to job seekers.
- Work to establish a data base of contract technicians not currently in the UNOLS fleet that could sail on cruises as needed.



UNOLS Technician Recruitment and Retention Program Proposal (continued)

- Visit the UNOLS Institutions to discuss the implementation of the Technician Pool concept with the Operators and to assist in establishing working relationships with the Technical Managers of the fleet.
- Develop a training program for technicians with focus on increasing versatility and skill level.



UNOLS Technician Recruitment and Retention Program Proposal (continued)

- Develop a template for a Cruise Support Plan which in essence will be a written agreement between the Institution and the PI as to what the at-sea support will be in terms of equipment and instrumentation provided, technical support and schedule. This document will be prepared by the Institution and delivered to the PI at least 6 weeks before sailing.
- Consider various options for the hosting of the contract technician pool at a UNOLS institution.



UNOLS Technician Recruitment and Retention Program Proposal (continued)

- Evaluate ship schedules for potential problems with staffing and to recognize opportunities to increase the technical support if necessary.
- Work with UNOLS office to get an accurate representation on-line for the Fleet's shared-use equipment.
- Work with the NSF Program Manager to revise the Technical Support Proposal Guidelines.



UNOLS Technician Recruitment and Retention Program Proposal (continued)

- Conduct and update a needs assessment through surveys of technicians and operators about their needs, concerns and ideas for improving working conditions.
- Increase the visibility and information about jobs on Academic Research Vessels.



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- **Candidate: Ms. Alice Doyle**
 - Research Associate- Bermuda Biological Station for Research 1991-1996
 - Senior Assistant Supervisor- USAP/Palmer Station- 1996-1997
 - Supervisor-Marine Laboratory Operations-Antarctic Support Assoc. 1997-2000
 - US Southern Ocean GLOBEC Science Coordinator-Raytheon Polar-2000-2002
 - Marine Superintendent-Raytheon Polar Services- 2002-2008
 - Consultant/Subject Matter Expert/ ITT-2008-2009