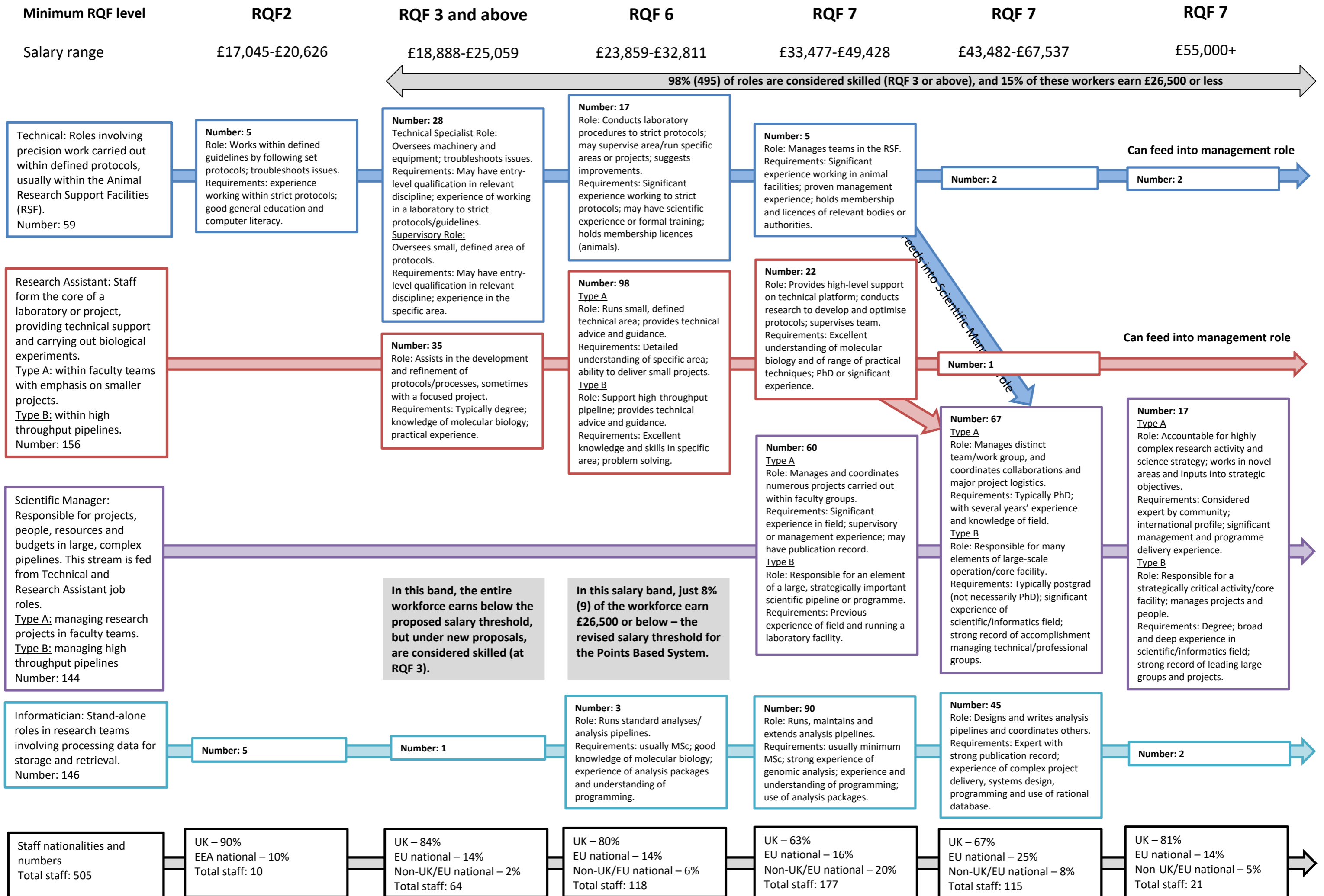**Around half of the workforce at the Wellcome Sanger Institute are technical staff. 98% are skilled (based on Government definitions) and of these skilled staff, 17% are EU nationals.**

Minimum RQF level	RQF2	RQF 3 and above	RQF 6	RQF 7	RQF 7	RQF 7
Salary range	£17,045-£20,626	£18,888-£25,059	£23,859-£32,811	£33,477-£49,428	£43,482-£67,537	£55,000+

← 98% (495) of roles are considered skilled (RQF 3 or above), and 15% of these workers earn £26,500 or less →

Technical: Roles involving precision work carried out within defined protocols, usually within the Animal Research Support Facilities (RSF).
Number: 59

Number: 5
Role: Works within defined guidelines by following set protocols; troubleshoots issues. Requirements: experience working within strict protocols; good general education and computer literacy.

Number: 28
Technical Specialist Role: Oversees machinery and equipment; troubleshoots issues. Requirements: May have entry-level qualification in relevant discipline; experience of working in a laboratory to strict protocols/guidelines.
Supervisory Role: Oversees small, defined area of protocols. Requirements: May have entry-level qualification in relevant discipline; experience in the specific area.

Number: 17
Role: Conducts laboratory procedures to strict protocols; may supervise area/run specific areas or projects; suggests improvements. Requirements: Significant experience working to strict protocols; may have scientific experience or formal training; holds membership licences (animals).

Number: 5
Role: Manages teams in the RSF. Requirements: Significant experience working in animal facilities; proven management experience; holds membership and licences of relevant bodies or authorities.

Can feed into management role

Number: 2

Number: 2

Research Assistant: Staff form the core of a laboratory or project, providing technical support and carrying out biological experiments.
Type A: within faculty teams with emphasis on smaller projects.
Type B: within high throughput pipelines.
Number: 156

Number: 35
Role: Assists in the development and refinement of protocols/processes, sometimes with a focused project. Requirements: Typically degree; knowledge of molecular biology; practical experience.

Number: 98
Type A
Role: Runs small, defined technical area; provides technical advice and guidance. Requirements: Detailed understanding of specific area; ability to deliver small projects.
Type B
Role: Support high-throughput pipeline; provides technical advice and guidance. Requirements: Excellent knowledge and skills in specific area; problem solving.

Number: 22
Role: Provides high-level support on technical platform; conducts research to develop and optimise protocols; supervises team. Requirements: Excellent understanding of molecular biology and of range of practical techniques; PhD or significant experience.

Can feed into management role

Number: 1

Feeds into Scientific Manager role

Scientific Manager: Responsible for projects, people, resources and budgets in large, complex pipelines. This stream is fed from Technical and Research Assistant job roles.
Type A: managing research projects in faculty teams.
Type B: managing high throughput pipelines
Number: 144

In this band, the entire workforce earns below the proposed salary threshold, but under new proposals, are considered skilled (at RQF 3).

In this salary band, just 8% (9) of the workforce earn £26,500 or below – the revised salary threshold for the Points Based System.

Number: 60
Type A
Role: Manages and coordinates numerous projects carried out within faculty groups. Requirements: Significant experience in field; supervisory or management experience; may have publication record.
Type B
Role: Responsible for an element of a large, strategically important scientific pipeline or programme. Requirements: Previous experience of field and running a laboratory facility.

Number: 67
Type A
Role: Manages distinct team/work group, and coordinates collaborations and major project logistics. Requirements: Typically PhD; with several years' experience and knowledge of field.
Type B
Role: Responsible for many elements of large-scale operation/core facility. Requirements: Typically postgrad (not necessarily PhD); significant experience of scientific/informatics field; strong record of accomplishment managing technical/professional groups.

Number: 17
Type A
Role: Accountable for highly complex research activity and science strategy; works in novel areas and inputs into strategic objectives. Requirements: Considered expert by community; international profile; significant management and programme delivery experience.
Type B
Role: Responsible for a strategically critical activity/core facility; manages projects and people. Requirements: Degree; broad and deep experience in scientific/informatics field; strong record of leading large groups and projects.

Informatician: Stand-alone roles in research teams involving processing data for storage and retrieval.
Number: 146

Number: 5

Number: 1

Number: 3
Role: Runs standard analyses/ analysis pipelines. Requirements: usually MSc; good knowledge of molecular biology; experience of analysis packages and understanding of programming.

Number: 90
Role: Runs, maintains and extends analysis pipelines. Requirements: usually minimum MSc; strong experience of genomic analysis; experience and understanding of programming; use of analysis packages.

Number: 45
Role: Designs and writes analysis pipelines and coordinates others. Requirements: Expert with strong publication record; experience of complex project delivery, systems design, programming and use of rational database.

Number: 2

| Staff nationalities and numbers Total staff: 505 | UK – 90% EEA national – 10% Total staff: 10 | UK – 84% EU national – 14% Non-UK/EU national – 2% Total staff: 64 | UK – 80% EU national – 14% Non-UK/EU national – 6% Total staff: 118 | UK – 63% EU national – 16% Non-UK/EU national – 20% Total staff: 177 | UK – 67% EU national – 25% Non-UK/EU national – 8% Total staff: 115 | UK – 81% EU national – 14% Non-UK/EU national – 5% Total staff: 21 |

This is a simplified view of Sanger's technical workforce using data from December 2019, and does not represent all forms of career progression or routes that people take throughout their career.