

Bob Hardwick**Principal Associate, Leadership Foundation for HE and Management/Technical Training Consultant**

Bob Hardwick was Acting Chief Executive of The Higher Education Staff Development Agency (HESDA) until August 2004 and currently undertakes work on a part-time basis for the Leadership Foundation for Higher Education as well as being a self-employed consultant.

He has worked in Higher Education for 37 years, the first 15 years being spent as a senior technician in the Department of Physics at the University of Sheffield. During this period Bob was the ASTMS/MSF (now UNITE) branch secretary for 11 years, a member of the University Technicians National Advisory Committee (9 years), a member of the University's Court and Council and the first support staff Trustee on the University's pension scheme. He has a Masters Degree in Education (Training and Development) and is a Chartered Fellow of the Chartered Institute of Personnel and Development. He is a member of the Association of University Administrators (AUA), the trade union UNITE (AMICUS), an honorary member of the Engineering Managers in Universities (EMU) and since 2000 has been the honorary President of the Institute of Science and Technology (IST).

As well as the above he is currently contracted as the consultant on a HEFCE/LGMF project specifically targeted at Technical/Specialist Staff in HE and also continues to work for a number of individual HEI's. He is particularly interested in leadership, management and skills development for support staff in HE and since 1988 he has undertaken 18 overseas visits on behalf of the British Council and the ODA to countries including Ghana, Kenya, Oman, Sierra Leone, South Africa, Tanzania, Zimbabwe and Zambia. He has a number of training/development publications to his credit e.g. An Induction Manual, Appraisal Guidelines, Performance Indicators, Lifelong Learning, Etc.

Since joining HESDA in 1989, he has campaigned for a better deal for University Technical/Specialist Staff, particularly in terms of training and career development opportunities and his burning ambition (before finally retiring) is to see the establishment of a dedicated organisation with the primary aim of achieving professional recognition for Technical/Specialist Staff in HE.