HPC Workshop @ RSE18

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Topic: *Impact*

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Notes from discussion

How do you demonstrate the impact of RSEs:
- *Internally*
  - *Hierarchy*
- *Publicly*
  - *E.g. publications*

STFC team - users are generally technically astute, so some question the need for RSEs. Focus on workflows, working practises. The "glue" across the teams. Code of conduct. Currently a work in progress - still finding the best places/ways to be useful.

Metrics - how do you measure success if you don't even know what you're being measured in, or what success looks like? A very vague job/service definition doesn't lend itself to obvious metrics.

Who are we trying to demonstrate success to?

Customer statement might be useful when demonstrating to other researchers, who are probably a necessary backer.

Impact on REF may be a useful measure, or a bane - but perhaps we ignore it at our peril.

Publications are a currency - how to get them?

Talks/ training/ workshop organisation are concrete measurables.

Summary

New positions - we get flexibility but little guidance on what success means.

RSE role/collaborators/projects can be so varied that no one size fits all.

In the design of metrics, who are we trying to convince?

Ideas:
- Publications
- Talks
- Workshop organisation
- Customer statements
- Training
- Quantification of benefits inc staff effort
- Funding proposals