

## Research Associate II

### *Professional & Managerial Band 03*

Positions at this level plans, coordinates and conducts experiments, establishing protocols and determining scientific methods; works independently within general guidelines provided and in collaboration with principal investigator, exercising discretion and judgment; acts in a consultative or specialist role, requiring comprehensive knowledge of related scientific theory, principles and practices.

#### **Typical Duties may include some or all of the following:**

- Under general guidance, or in collaboration with research team, designs, implements and tests experimental protocols; Determines appropriate methodology, procedures, equipment and standards to produce required data
- Uses advanced scientific methods and principles to prepare and conduct experiments, adapting or modifying protocols as required to meet the needs of the research project
- Conducts experiments using advanced scientific techniques;
- Assigns and monitors the work of research assistants and other junior-level research staff, evaluating progress and quality of work and coordinating workflow
- Provides consultation to others regarding the organization and methodology of the research project;
- Applies specialized knowledge and principles to review, appraise and interpret published literature
- Designs, constructs and evaluates data collection instruments, databases, and related programs for data collection, analysis and reporting
- Summarizes research findings, and prepares scientific reports and manuscripts
- Presents research findings at seminars and conferences
- Establish and maintain effective relationships with industry partners, to garner funding and develop research collaborations

**Decision Making/Accountability:** Independent judgement in applying scientific principles, interpreting research data, and establishing scientific protocols and modifications in collaboration with principal investigator.

**Contacts/Interpersonal Skills:** Contacts and interactions typically extend beyond associates within their work area, and may include external partners and researchers. May present/discuss ideas related to research project to external contacts, including presentations at seminars and conferences.

**Supervision Received:** Incumbent makes day-to-day decisions based on general guidelines provided; Consults with supervisor on decisions that deviate outside of general guidelines.

**Supervision Exercised:** Although not responsible for supervising or overseeing the work of others, this position may provide technical expertise and guidance to junior level researchers and/or students. May include advising/supervising undergraduate and/or graduate students.

**Working Environment:** Work may be performed in an office, laboratory, or field work outside, with potential exposure to outdoor elements, temperature extremes, chemicals and/or hazardous materials or equipment. May operate machinery or equipment or work with animals, where there is an increased risk of injury.

#### **Minimum Qualifications:**

- Master's degree in relevant discipline, with some related research experience
- Or equivalent combination of education and experience (some roles may require more extensive experience or training in a particular area of research)