

Research Associate III

Professional & Managerial Band 04

Research Associate III is similar to Research Associate II, with additional responsibility for supervising/managing others within the research team, and/or includes additional responsibilities as outlined below.

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; requires in-depth knowledge of related scientific theory, principles and practices; and acts in a consultative or specialist role.

Typical Duties may include some or all of the following:

- Develops new experimental protocols and methods and disseminates into standardized operating procedures and guidelines
- Supervises laboratory teams and/or field sites, including leading and coordinating research activities and data collection
- Assigns and monitors the work of research assistants and other junior-level research staff, evaluating progress and quality of work and coordinating workflow; Oversees the work of other research staff with full managerial/supervisory responsibility

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: Oversees the work of other research staff with full managerial/supervisory responsibility. 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 minimum 1 year related experience
- Or equivalent combination of education and experience (some roles may require more extensive experience or training in a particular area of research)