



RESEARCH TECHNICIAN CAREER LADDER

	RESEARCH TECHNICIAN	RESEARCH TECHNICIAN II	RESEARCH TECHNICIAN III	RESEARCH TECHNICIAN IV
KNOWLEDGE	<p>Apply developing knowledge to complete a variety of tasks and assignments.</p> <p>Basic computer/database knowledge.</p> <p>Completes a variety of detailed tasks and assignments, i.e. routine lab procedures and documenting results for final evaluation.</p> <p>Presents data to supervisor.</p>	<p>Developed knowledge to complete a variety of tasks and assignments.</p> <p>Intermediate computer/database knowledge.</p> <p>Completes a variety of detailed tasks and assignments, i.e., lab procedures, collects and analyzes data and presents to supervisor.</p> <p>Operates equipment requiring a high degree of skill.</p>	<p>Knowledge to complete a variety of complex research experiments and assignments.</p> <p>Advanced computer/database skills.</p> <p>Consults with technical advisers to assist with experimental design and optimize experimental procedures.</p> <p>Advanced knowledge of procedures and activities within the lab and principles, methods and practices of scientific field.</p>	<p>Specialized knowledge in specialty field.</p> <p>Advanced computer/database experience.</p> <p>Knowledge of regulatory and compliance issues.</p> <p>Understanding and application of principles, concepts, theories and standards of scientific field.</p>
PROBLEM SOLVING	<p>Troubleshoots straight forward problems and determines when to deviate from standard practices.</p> <p>Applies experience and judgment to make decisions or resolve issues within defined standard protocols.</p>	<p>Recommends and assists with creation and improvement of experiments for protocols and lab procedures.</p> <p>Exercises discretion and independent judgment to resolve problems.</p> <p>Operates highly specialized equipment requiring moderate degree of skill.</p>	<p>Troubleshoots and develops solutions to technical problems of moderate scope and complexity within expertise area.</p> <p>Modifies and changes protocols to improve processes.</p> <p>Operates highly specialized equipment requiring high degree of skill.</p>	<p>Troubleshoots problems using independent thinking, literature, and colleagues as resources to solve problems.</p> <p>Acquires, interprets data and presents to supervisor.</p> <p>Develops solutions to technical problems of extensive scope and complexity within expertise area.</p>
INDEPENDENCE and LEADERSHIP	<p>Works independently and as a team player. Receives no instructions on routine work but receives periodic supervision on new work or special assignments.</p> <p>Identifies, prepares and performs variety of research experiments following protocols.</p> <p>Establishes priorities within protocols and guidelines.</p>	<p>Works independently and as a team player.</p> <p>Receives general direction from supervisor.</p> <p>Plans/schedules future experiments with guidance from supervisor.</p>	<p>Schedules and sets up experiments.</p> <p>Works independently but seeks assistance when needed.</p> <p>Provides training to research staff, graduate students, postdocs on specialized techniques.</p>	<p>Works under limited supervision and regularly reviews results and methods used.</p> <p>Manages lab operations.</p> <p>Manages specialized projects.</p>
SKILLS and ABILITIES	<p>Ability to compute basic math.</p> <p>Ability to write routine reports and correspondence.</p> <p>Ability to organize and perform precise and accurate work.</p> <p>Familiarity with lab techniques.</p>	<p>Ability to compute basic math and write reports.</p> <p>Ability to comprehend moderately complex instructions, short correspondence, and procedures.</p> <p>Ability to organize and perform precise and accurate work.</p> <p>Speaks effectively to co-workers and supervisor.</p>	<p>Ability to compute math and write reports.</p> <p>Reads and comprehends complex instructions, correspondence, and protocols/procedures.</p> <p>Defines problems, collects data, establishes facts and draws valid conclusions.</p> <p>Effectively presents information and responds to questions from supervisors, research staff and collaborators.</p>	<p>Develops solutions to problems of moderate complexity.</p> <p>Ability to multitask and independently think.</p> <p>Sets project timeframes and priorities based on project objectives and ongoing assignments.</p>
EDUCATION and EXPERIENCE	<p>BS/BA degree in one of the biological sciences, physics, chemistry, or related area, or equivalent years of relevant lab experience.</p>	<p>BS/BA degree in one of the biological sciences, physics, chemistry or related area, or equivalent years of relevant lab experience. Plus minimum of 2 years of relevant lab experience.</p>	<p>BS/BA degree in one of the biological sciences, physics, chemistry or related area, or equivalent years of relevant lab experience. Plus minimum of 5 years of relevant lab experience.</p>	<p>BS/BA degree in one of the biological sciences, physics, chemistry or related area, or equivalent years of relevant lab experience. Plus minimum of 8 years of relevant lab experience.</p>
ORGANIZATIONAL IMPACT	<p>Contributes to team through work quality and efficiency.</p> <p>Supports team to achieve goals.</p>	<p>Contributes to department through work quality and efficiency.</p>	<p>Exchanges technical information with internal and external collaborators.</p> <p>Contributes ideas regarding broader research directions and completion of specific projects. Impacts own work and that of co-workers.</p> <p>Builds constructive relationships and collaborates with other departments regarding techniques and experimental results.</p>	<p>Acts as technical resource for projects.</p> <p>Collaborates and builds constructive relations with other labs and technical advisers to assist with experimental design and procedures.</p> <p>Assists with preparation of research results for publications.</p>