

**UMass Chan Research Career Ladder
Matrix ~ Wet Lab ~**

	Research Associate Family				
Job Title	Research Associate 1	Research Associate II	Research Associate III	Research Associate IV	Sr Research Scientist
Job Code	MR2240	MR0160	MR0008	MR0009	MR0010
Pay Grade	40	41	42	44	46
Position Summary	Under the direction of the Principal Investigator (PI) or designee, the Research Associate 1 provides operational support to the laboratory. The Research Associate 1 will perform research experiments as defined by the PI.	Under the direction of the Principal Investigator (PI) or designee, the Research Associate II provides operational support to the laboratory. The Research Associate II will perform research experiments as defined by the PI with a degree of independence.	Under the direction of the Principal Investigator (PI) or designee, the Research Associate III performs a variety of research experiments with independence. This position may provide general operational management to the lab and its personnel.	Under the direction of the Principal Investigator (PI) or designee, the Research Associate IV designs and performs a variety of complex research experiments with a high degree of independence. This position will contribute significantly to the management of the research program and will be involved in multiple aspects of the research projects and lab maintenance activities.	Under the general direction of the Principle Investigator, the Senior Research Scientist performs a variety of complex research experiments on topics pertinent to the interests of the research programs of the laboratory.
Essential Functions /Scope	This position: *Perform laboratory experiments and may be responsible for a single research project *Utilize software relevant to experiment and equipment used	Performs similar tasks as RA 1 but with a greater degree of independence. *Interpret data, form conclusions and decide on next steps with a degree of independence *May assist with the training of new lab personnel	In addition to the tasks of the Research Associate II the Research Associate III will: *Perform complex laboratory experiments and may be responsible for one or more independent research projects *Perform in-depth data analysis and/or mathematical computations *Compile and analyze data, and present in a format suitable for publication according to PI specifications *negotiate with suppliers to optimize available resources *may write standard operation procedures in compliance to protocols and specific regulations for the lab	In addition to the tasks of the research Associate III the Research Associate IV will: *Independently design and perform multiple complex laboratory experiments *Manage daily operations of the laboratory, including lab personnel, procedures and projects *Direct the activities of research support staff *Manage laboratory equipment service contracts and coordinate maintenance on laboratory equipment. *Monitor and enforce all safety regulation and infection control standards *Develop and implement new protocols and/or modify defined protocols, as necessary, and with the approval of the PI *Manage laboratory spending in accordance with budget guidelines provided by PI or designee	<ul style="list-style-type: none"> • Design and implement experiments designed to further ongoing research projects, in consultation with the principal investigator. • Organize and analyze data acquired in the course of research projects. • Write manuscripts and grant applications • Design and implement research projects in the laboratory • Responsible for data acquisition, data analysis, and presentation of research results. • Train and supervise junior lab personnel, ensuring staff is trained in current methodology and safety procedures in the laboratory. • Prepare and present data for publication in public forums. • Assist in the preparation of grant applications and other research proposals. • Provide assistance in the general operation of the laboratory. • Participate regularly in laboratory meetings. • Stay current with the literature and regularly leads discussions of new reports pertinent to ongoing and proposed projects
Required Qualifications	Bachelor's degree in Biological or Natural Science, or equivalent experience Basic understanding of lab safety and protocols * Ability to analyze data in a quantitative and objective manner * Knowledge of Microsoft office products or equivalent * Ability to work in a team environment	Bachelor's degree in Biological or Natural Science and 18 months of relevant research experience or a related Master's degree. * Ability to analyze complex visual data in a quantitative and objective manner * Knowledge of Microsoft office products or equivalent * Ability to work in a team environment	Bachelor's degree in Biological or Natural Science and 3+ years of relevant research experience. Or, a related Master's degree with 1 year of relevant research experience. * Strong ability to analyze complex visual data in a quantitative and objective manner * Knowledge of Microsoft office products or equivalent * Ability to work in a team environment * May assist with managing assigned staff	Bachelor's degree in Biological or Natural Science and 5+ years of relevant research experience Or, a related Master's degree with 3+ years of relevant research experience. * Strong ability to analyze complex visual data in a quantitative and objective manner * Knowledge of Microsoft office products or equivalent * Ability to work in a team environment * Manage assigned staff	Bachelor's degree in a Biological Science, or equivalent degree 7+ years of related research experience. * Expertise in specific procedures and instrumentation necessary to complete specific research programs. * Familiarity with general laboratory procedures. * Current knowledge of pertinent literature. * Oral and written communication and presentation skills * Ability to travel to off-site locations
FLSA Status	Nonexempt Professional	Exempt	Exempt	Exempt	Exempt
Promotional Process	Requisition or In-family Promotion from Lab Tech 1 or II	Requisition or In-family Promotion from Research Associate I	Requisition or In-family Promotion from Research Associate II	Requisition or In-family Promotion from Research Associate III	Requisition