

RESEARCH JOB FUNCTION

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Research Job Function

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RESEARCH JOB FUNCTION

Grade	Humanities/Social Sciences	Natural Sciences (Physical/Life/Medical/Basic)	Animal Research	Statistician	Bioinformatics
55	Researcher I				
56	Researcher II	Researcher I	Animal Care Supervisor I	Statistician I	Bioinformaticist I
57	Researcher III	Researcher II	Animal Care Manager I	Statistician II	Bioinformaticist II
58	Senior Researcher I	Scientist I	Animal Care Manager II	Statistician III	Bioinformaticist III
59	Senior Researcher II	Scientist II <i>(Also includes information on Scientist III-V)</i>		Statistician Manager I	Bioinformaticist Manager I

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RESEARCH JOB FUNCTION

Humanities/Social Sciences Family

Level	Function/ Roles	Experience/ Education (Minimum Required)	Typical Duties and Responsibilities (Cumulative from level to level in each job family)	Impact/Scope	Supervision
55 E	Researcher I	Bachelor's degree required 2+ years of relevant experience	<ul style="list-style-type: none"> • Conducts original research and writing within the humanities and social sciences • Performs on-site field research at local, regional and international levels • Participates in collection and analysis of qualitative and quantitative data • Determines interview procedures and conducts interviews • Develops and implements new research databases and coding methods • Consults with users to refine or adapt methodologies and research topics to fit specific research requirement; collaborates in development of new techniques and develops instruments • Trains users in techniques and programs • Collaborates with faculty member(s) • Ensures compliance with University and federal regulations 	<p>IMPACT Some impact on operations, resources, or University's reputation</p> <p>SCOPE Provides research work for unit or project(s)</p>	<p>RECEIVED Under General Direction: Within this job, the incumbent normally performs regular assignments using own judgment and following department / university policy, while keeping supervisor informed as necessary. Receives general guidance on new projects as to methods, procedures and desired end results. The incumbent has discretion to make decisions within the scope of their responsibilities. Complex assignments are usually reviewed upon completion.</p> <p>GIVEN Individual Contributor: Works independently or as part of a team to achieve results.</p>

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Humanities/Social Sciences Family

Level	Function/ Roles	Experience/ Education (Minimum Required)	Typical Duties and Responsibilities (Cumulative from level to level in each job family)	Impact/Scope	Supervision
56 E	Researcher II	Bachelor's degree required Master's degree preferred 3+ years of relevant experience	<ul style="list-style-type: none"> • Develops, designs and conducts original research • Conducts scientific analysis of experimental results designed to research problems or understand trends, characteristics and tendencies (social sciences only) • Manages research study including subject interaction, implementation of study design and controls, and on-and off-site trouble shooting • Designs interview and assessment protocols • Designs and modifies research methods in the areas of humanities and social sciences • Disseminates project results through writing articles, reports, memos, case studies and conference presentations 	<p>IMPACT Moderate impact on operations, resources, or University's reputation</p> <p>SCOPE Provides comprehensive research work for unit or project(s)</p>	<p>RECEIVED Under General Direction: Within this job, the incumbent normally performs regular assignments using own judgment and following department / university policy, while keeping supervisor informed as necessary. Receives general guidance on new projects as to methods, procedures and desired end results. The incumbent has discretion to make decisions within the scope of their responsibilities. Complex assignments are usually reviewed upon completion.</p> <p>GIVEN Individual Contributor: Works independently or as part of a team to achieve results.</p>

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Humanities/Social Sciences Family

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57 E	Researcher III	Master's degree required Doctorate preferred 5+ years of relevant experience	<ul style="list-style-type: none"> • Plans, develops, designs and conducts complex research projects • Formulates research methods • Investigates, analyzes and interprets experimental results designed to research problems or understand trends, characteristics and tendencies in the areas of humanities and social sciences • Develops course materials and presents research findings • Interacts with faculty • Collaborates with other researchers for overall research project 	<p>IMPACT Moderate impact on operations, resources, or University's reputation</p> <p>SCOPE Provides independent advanced research for unit/school. Represents project nationally and internationally</p>	<p>RECEIVED Under General Direction: Within this job, the incumbent normally performs regular assignments using own judgment and following department / university policy, while keeping supervisor informed as necessary. Receives general guidance on new projects as to methods, procedures and desired end results. The incumbent has discretion to make decisions within the scope of their responsibilities. Complex assignments are usually reviewed upon completion.</p> <p>GIVEN Individual Contributor: Works independently or as part of a team to achieve results.</p>

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Humanities/Social Sciences Family

Level	Function/ Roles	Experience/ Education (Minimum Required)	Typical Duties and Responsibilities (Cumulative from level to level in each job family)	Impact/Scope	Supervision
58 E	Senior Researcher I	Master's degree required Doctorate preferred 7+ years of relevant experience	<ul style="list-style-type: none"> • Conducts humanities and social sciences research in area of expertise • Identifies resources in research community to approach research challenges • Responsible for the completion of projects and the attainment of program objectives • Manages all aspects of quality assurance, compliance and regulatory activities • Investigates, modifies and/or develops new protocols, procedures, techniques or applications of technology to advanced and highly complex research • Writes and collaborates with other researchers on manuscripts, abstracts, and other publications of research findings • Participates in writing research proposals, reports to funding agencies and articles for publication 	<p>IMPACT Significant impact on operations, resources, or University's reputation</p> <p>SCOPE Provides independent highly advanced research for school/unit. Represents project nationally and internationally</p>	<p>RECEIVED Under Limited Direction: Within this job, the incumbent performs regular assignments using own judgment. Determines methods and procedures on new projects. Held accountable for end results. Responsible for determining when supervisor or others should be consulted. Incumbents have discretion to make decisions within the scope of their responsibilities. Complex assignments are occasionally reviewed upon completion.</p> <p>GIVEN Individual Contributor: Works independently or as part of a team to achieve results.</p> <p align="center">AND/OR</p> <p>Supervises: Supervises work and processes, assigns work, typically has primary responsibility for evaluating performance and performance management, effectively recommends hiring and firing decisions.</p>

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Humanities/Social Sciences Family

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59 E	Senior Researcher II	Master's degree required Doctorate strongly preferred 8+ years of relevant experience	<ul style="list-style-type: none"> • Designs, develops and manages high level research projects • Designs and develops seminars, courses and presentations • Independently presents experiment results at meetings and/or conferences • Collaborates regularly with other researchers on long range plan for research project(s) 	<p>IMPACT Significant impact on operations, resources, or University's reputation</p> <p>SCOPE Provides independent highly specialized and advanced research for a school/unit. Represents project nationally and internationally</p>	<p>RECEIVED Under Limited Direction: Within this job, the incumbent performs regular assignments using own judgment. Determines methods and procedures on new projects. Held accountable for end results. Responsible for determining when supervisor or others should be consulted. Incumbents have discretion to make decisions within the scope of their responsibilities. Complex assignments are occasionally reviewed upon completion.</p> <p>GIVEN Supervises: Supervises work and processes, assigns work, typically has primary responsibility for evaluating performance and performance management, effectively recommends hiring and firing decisions</p>

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RESEARCH JOB FUNCTION

Natural Sciences Family (Physical/Life/Medical/Basic)

Level	Function/ Roles	Experience/ Education (Minimum Required)	Typical Duties and Responsibilities (Cumulative from level to level in each job family)	Impact/Scope	Supervision
56 E	Researcher I	Bachelor's degree required Master's degree preferred 3+ years of relevant experience	<ul style="list-style-type: none"> • Develops, designs and conducts original research experiments in line with research plan • Participates in the development and modification of new protocols and experimental strategies • Interprets and implements research methodology • Formulates research methods and suggests options for improving quality; recommends solutions to problems • Conducts scientific analysis of experimental results designed to research problems or understand trends, characteristics and tendencies in the areas of basic, applied and life sciences • Presents research findings at laboratory meetings • Disseminates project results through writing articles, reports, memos, case studies and conference presentations • Trains users in equipment operation and laboratory techniques 	<p>IMPACT Moderate impact on operations, resources, or University's reputation</p> <p>SCOPE Provides comprehensive research work for a laboratory</p>	<p>RECEIVED Under General Direction: Within this job, the incumbent normally performs regular assignments using own judgment and following department / university policy, while keeping supervisor informed as necessary. Receives general guidance on new projects as to methods, procedures and desired end results. The incumbent has discretion to make decisions within the scope of their responsibilities. Complex assignments are usually reviewed upon completion.</p> <p>GIVEN Individual Contributor: Works independently or as part of a team to achieve results.</p>

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RESEARCH JOB FUNCTION

Natural Sciences Family (Physical/Life/Medical/Basic)

Level	Function/ Roles	Experience/ Education (Minimum Required)	Typical Duties and Responsibilities (Cumulative from level to level in each job family)	Impact/Scope	Supervision
57 E	Researcher II	<p>Master's degree required</p> <p>Doctorate preferred</p> <p>5+ years of relevant experience</p>	<ul style="list-style-type: none"> • Develops, designs and conducts one or more complex research experiments in line with plan; reviews progress and evaluates results • Conducts independent scientific research projects investigating fundamental problems in area or research • Independently designs and developments new techniques • Advises on experimental design and applicability • Investigates, analyzes, synthesizes and interprets experimental results designed to research problems or understand trends, characteristics and tendencies in the areas of basic, applied and/or life sciences • Prepares and/or collaborates on articles for submission to scientific journals and publications; authors and co-authors manuscripts for publications • Presents and co-presents results with Principle Investigator at meetings and/or conferences nationally and internationally • Collaborates within and outside of own laboratory on related projects • Assists broadly in research and educational activities within area of expertise • Prepares proposals for funding 	<p>IMPACT Moderate impact on operations, resources, or University's reputation</p> <p>SCOPE Provides advanced research for a unit.</p>	<p>RECEIVED Under General Direction: Within this job, the incumbent normally performs regular assignments using own judgment and following department / university policy, while keeping supervisor informed as necessary. Receives general guidance on new projects as to methods, procedures and desired end results. The incumbent has discretion to make decisions within the scope of their responsibilities. Complex assignments are usually reviewed upon completion.</p> <p>GIVEN Individual Contributor: Works independently or as part of a team to achieve results.</p>

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RESEARCH JOB FUNCTION

Natural Sciences Family (Physical/Life/Medical/Basic)

Level	Function/ Roles	Experience/ Education (Minimum Required)	Typical Duties and Responsibilities (Cumulative from level to level in each job family)	Impact/Scope	Supervision
58 E	Scientist I	PH.D required 7+ years of relevant experience	<ul style="list-style-type: none"> • Plans, develops, designs and conducts complex and visible research projects for school/unit • Investigates, modifies and/or develops new protocols, procedures, techniques or applications of technology integrating new findings in field • Responsible for the completion of projects and the attainment of program objectives • Manages all aspects of quality assurance, compliance and regulatory activities • Identifies resources in scientific community to approach research challenges • Collaborates with other researchers on long range plan for overall research project acting as expert in specialized area • Participates in writing research proposals and reports to funding agencies • Writes and collaborates with other researchers on manuscripts, abstracts, and other publications of research findings • Interacts regularly with affiliated Institute faculty • Presents research results at national, regional and local meetings. 	<p>IMPACT Significant impact on operations, resources, or University’s reputation</p> <p>SCOPE Provides independent highly advanced research for a unit.</p> <p>Represents project nationally and internationally and is typically considered an expert in the field</p>	<p>RECEIVED Under Limited Direction: Within this job, the incumbent performs regular assignments using own judgment. Determines methods and procedures on new projects. Held accountable for end results. Responsible for determining when supervisor or others should be consulted. Incumbents have discretion to make decisions within the scope of their responsibilities. Complex assignments are occasionally reviewed upon completion.</p> <p>GIVEN Supervises: Supervises work and processes, assigns work, typically has primary responsibility for evaluating performance and performance management, effectively recommends hiring and firing decisions.</p>

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RESEARCH JOB FUNCTION

Natural Sciences Family (Physical/Life/Medical/Basic)

Level	Function/ Roles	Experience/ Education (Minimum Required)	Typical Duties and Responsibilities (Cumulative from level to level in each job family)	Impact/Scope	Supervision
59 E	Scientist II*	PH.D required 8+ years of relevant experience	<ul style="list-style-type: none"> • Develops and manages high level research projects • Conducts independent research at the highest quality within a specialized field • Develops strategy and formulates original design of new processes/methodology to study research problems • Develops new or revised scientific protocols • May investigate, originate, initiate and submit award proposals with or without Principal Investigator to support research endeavors • Independently presents experiment results at meetings and conferences • Collaborates with Principal Investigator(s) to determine direction of research projects • Identifies research problems; designs and coordinates scholarly methods to study research problems; understands trends, characteristics and tendencies in the areas of physical, medical and basic sciences • Identifies topics and coordinates collaborations with research groups across disciplines, universities, countries, etc. 	<p>IMPACT Significant impact on operations, resources, or University’s reputation</p> <p>SCOPE Provides independent highly specialized and advanced research for a unit.</p> <p>Represents project nationally and internationally and is typically considered an expert in the field</p>	<p>RECEIVED Under Limited Direction: Within this job, the incumbent performs regular assignments using own judgment. Determines methods and procedures on new projects. Held accountable for end results. Responsible for determining when supervisor or others should be consulted. Incumbents have discretion to make decisions within the scope of their responsibilities. Complex assignments are occasionally reviewed upon completion</p> <p>GIVEN Supervises: Supervises work and processes, assigns work, typically has primary responsibility for evaluating performance and performance management, effectively recommends hiring and firing decisions.</p> <p align="center">AND/OR</p> <p>Manages: Manages people and policies, allocates personnel and resources for given projects, full hire/fire authority, has primary responsibility for performance management and career development of employees, sets policy/standards within an area.</p>

*Information on Scientists III-V follows on the next two pages.

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RESEARCH JOB FUNCTION

Natural Sciences Family (Physical/Life/Medical/Basic)

Level	Function/ Roles	Experience/ Education (Minimum Required)	Typical Duties and Responsibilities (Cumulative from level to level in each job family)	Impact/Scope	Supervision
60 E	Scientist III	PH.D required 10+ years of relevant experience	<ul style="list-style-type: none"> • Leads the creation and execution of research programs • Collaborates with faculty and related researchers on research programs • Develops strategic plans for research programs • Conceptualizes the design and leads the implementation of new and advanced methodology • Originates and initiates research problems; designs and coordinates specialized and advanced methods to study problems or understand trends, characteristics and tendencies in the areas of physical, medical and basic sciences • Leads collaborative efforts with researchers across disciplines, universities, countries, etc. • Provides strategic oversight and directs projects to study, investigate, analyze and conceptualize unique research challenges • Ensures resources are available and effectively managed to support research projects • Reviews and authorizes new or revised scientific protocols, complex computer software, computational models or tools used for research • Anticipates, originates and submits award proposals with or without Principal Investigator • Provides leadership and expertise to research personnel regarding project goals and objectives and interpretation of research results 	<p>IMPACT Significant impact on operations, resources, or University’s reputation</p> <p>SCOPE Leads independent highly specialized and advanced research for a unit.</p> <p>Represents project nationally and internationally and is typically considered an expert in the field</p>	<p>RECEIVED Under Limited Direction: Within this job, the incumbent performs regular assignments using own judgment. Determines methods and procedures on new projects. Held accountable for end results. Responsible for determining when supervisor or others should be consulted. Incumbents have discretion to make decisions within the scope of their responsibilities. Complex assignments are occasionally reviewed upon completion</p> <p>GIVEN Supervises: Supervises work and processes, assigns work, typically has primary responsibility for evaluating performance and performance management, effectively recommends hiring and firing decisions.</p> <p align="center">AND/OR</p> <p>Manages: Manages people and policies, allocates personnel and resources for given projects, full hire/fire authority, has primary responsibility for performance management and career development of employees, sets policy/standards within an area.</p>

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RESEARCH JOB FUNCTION

Natural Sciences Family (Physical/Life/Medical/Basic)

Level	Function/ Roles	Experience/ Education (Minimum Required)	Typical Duties and Responsibilities (Cumulative from level to level in each job family)	Impact/Scope	Supervision
61 E	Scientist IV	PH.D required 15+ years of relevant experience	<i>The Duties and Responsibilities at this level are similar to those at the prior level. This level varies based on the other measures listed.</i>	<p>IMPACT Substantial impact on operations, resources, or University’s reputation</p> <p>SCOPE Leads independent highly specialized and advanced research for a center or small to medium sized department</p> <p>Represents project nationally and internationally and is considered an expert in the field</p>	<p>RECEIVED Under Limited Direction: Within this job, the incumbent performs regular assignments using own judgment. Determines methods and procedures on new projects. Held accountable for end results. Responsible for determining when supervisor or others should be consulted. Incumbents have discretion to make decisions within the scope of their responsibilities. Complex assignments are occasionally reviewed upon completion</p> <p>GIVEN Supervises: Supervises work and processes, assigns work, typically has primary responsibility for evaluating performance and performance management, effectively recommends hiring and firing decisions.</p> <p align="center">AND/OR</p> <p>Manages: Manages people and policies, allocates personnel and resources for given projects, full hire/fire authority, has primary responsibility for performance management and career development of employees, sets policy/standards within an area</p>
62 E	Scientist V	PH.D required 15+ years of relevant experience	<i>The Duties and Responsibilities at this level are similar to those at the prior level. This level varies based on the other measures listed.</i>	<p>IMPACT Substantial impact on operations, resources, or University’s reputation</p> <p>SCOPE Leads independent highly specialized and advanced research for a large to very large department</p> <p>Represents department nationally and internationally and is considered a top expert in the field</p>	<p>Manages: Manages people and policies, allocates personnel and resources for given projects, full hire/fire authority, has primary responsibility for performance management and career development of employees, sets policy/standards within an area</p>

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RESEARCH JOB FUNCTION

Animal Research Family

Level	Function/ Roles	Experience/ Education (Minimum Required)	Typical Duties and Responsibilities (Cumulative from level to level in each job family)	Impact/Scope	Supervision
56 E	Animal Care Supervisor I	Bachelor's degree required 3+ years of experience in animal care AALAS Certification	<ul style="list-style-type: none"> • Supervises the daily operations of a section of an animal facility, including the animal husbandry • Participates in drafting policies, procedures, plans and building designs that directly impact the care of animals • Implements guidelines set forth by regulatory agencies on humane animal care and ensures staff compliance • Performs the pre-review of animal experimentation prior to submission to the IACUC • Provides training and orientation for new research staff • Ensures the smooth operation of capital equipment used in the animal facility • Communicates results of committee meetings to Principal Investigators and staff 	<p>IMPACT Moderate impact on operations, resources, or University's reputation</p> <p>SCOPE Provides comprehensive Animal Care management for a facility</p>	<p>RECEIVED Under General Direction: Within this job, the incumbent normally performs regular assignments using own judgment and following department / university policy, while keeping supervisor informed as necessary. Receives general guidance on new projects as to methods, procedures and desired end results. Incumbents have discretion to make decisions within the scope of their responsibilities. Complex assignments are usually reviewed upon completion.</p> <p>GIVEN Supervises: Supervises work and processes, assigns work, typically has primary responsibility for evaluating performance and performance management, effectively recommends hiring and firing decisions</p>

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57 E	Animal Care Manager I	Bachelor's degree required 5+ years of experience in animal care AALAS Certification Certified Manager of Laboratory Animal Resources	<ul style="list-style-type: none"> • Oversees the daily management of multiple facilities • Creates and implements policies and standard operating procedures and ensures compliance • Establishes financial controls in the animal facilities • Maintains accreditation standards 	<p>IMPACT Moderate impact on operations, resources, or University's reputation</p> <p>SCOPE Provides comprehensive Animal Care management for multiple facilities or a large facility</p>	<p>RECEIVED Under General Direction: Within this job, the incumbent normally performs regular assignments using own judgment and following department / university policy, while keeping supervisor informed as necessary. Receives general guidance on new projects as to methods, procedures and desired end results. Incumbents have discretion to make decisions within the scope of their responsibilities. Complex assignments are usually reviewed upon completion.</p> <p>GIVEN Manages: Manages people and policies, allocates personnel and resources for given projects, full hire/fire authority, has primary responsibility for performance management and career development of employees, sets policy/standards within an area</p>

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58 E	Animal Care Manager II	Bachelor's degree required 7+ years of experience in animal care AALAS Certification Certified Manager of Laboratory Animal Resources	<i>The Duties and Responsibilities at this level are similar to those at the prior level. This level varies based on the other measures listed.</i>	IMPACT Moderate impact on operations, resources, or University's reputation SCOPE Provides advanced Animal Care management for multiple large facilities	RECEIVED Under Limited Direction: Within this job, the incumbent performs regular assignments using own judgment. Determines methods and procedures on new projects. Held accountable for end results. Responsible for determining when supervisor or others should be consulted. Incumbents have discretion to make decisions within the scope of their responsibilities. Complex assignments are occasionally reviewed upon completion GIVEN Manages: Manages people and policies, allocates personnel and resources for given projects, full hire/fire authority, has primary responsibility for performance management and career development of employees, sets policy/standards within an area

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RESEARCH JOB FUNCTION

Statistician Family

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56 E	Statistician I	<p>Bachelor's degree required</p> <p>Master's degree in statistics preferred</p> <p>3+ years of relevant experience</p> <p>Thorough knowledge of statistical programming software</p>	<ul style="list-style-type: none"> • Organizes, maintains and manages data used in large research studies from multiple sources • Identifies data sources and conducts related outreach • Designs computer databases and tests macro-programs to perform meta-analyses • Runs simulation studies to evaluate new methods • Conducts all aspects of data transfer and analysis for multiple studies • Implements and tests algorithms and verifies statistics and other mathematical results • Collaborates with researchers in the design, implementation, analysis and publication of research trials 	<p>IMPACT Moderate impact on operations, resources, or University's reputation</p> <p>SCOPE Provides comprehensive statistical analysis for a project</p>	<p>RECEIVED Under General Direction: Within this job, the incumbent normally performs regular assignments using own judgment and following department / university policy, while keeping supervisor informed as necessary. Receives general guidance on new projects as to methods, procedures and desired end results. The incumbent has discretion to make decisions within the scope of their responsibilities. Complex assignments are usually reviewed upon completion.</p> <p>GIVEN Individual Contributor: Works independently or as part of a team to achieve results.</p>

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Statistician Family

Level	Function/ Roles	Experience/ Education (Minimum Required)	Typical Duties and Responsibilities (Cumulative from level to level in each job family)	Impact/Scope	Supervision
57 E	Statistician II	Master's degree in statistics required PhD preferred 5+ years of relevant experience Advanced knowledge of statistical programming software	<ul style="list-style-type: none"> • Provides statistical analysis for multiple projects including data reductions and casual modeling • Manages large data sets involving multiple waves of data • Collaborates with investigators on methodological research and analytical objectives • Summarizes, analyzes and graphs data using advanced techniques 	<p>IMPACT Moderate impact on operations, resources, or University's reputation</p> <p>SCOPE Provides advanced statistical analysis for a project</p>	<p>RECEIVED Under General Direction: Within this job, the incumbent normally performs regular assignments using own judgment and following department / university policy, while keeping supervisor informed as necessary. Receives general guidance on new projects as to methods, procedures and desired end results. The incumbent has discretion to make decisions within the scope of their responsibilities. Complex assignments are usually reviewed upon completion.</p> <p>GIVEN Individual Contributor: Works independently or as part of a team to achieve results.</p>

NOTE:

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RESEARCH JOB FUNCTION

Statistician Family

Level	Function/ Roles	Experience/ Education (Minimum Required)	Typical Duties and Responsibilities (Cumulative from level to level in each job family)	Impact/Scope	Supervision
58 E	Statistician III	<p>Master's degree in statistics required</p> <p>PhD preferred</p> <p>7+ years of relevant experience</p> <p>Advanced knowledge of statistical programming software in a research setting</p>	<ul style="list-style-type: none"> • Provides advanced and highly specialized tools and analysis methods to scientists • Independently conducts scientific investigations • Summarizes, analyzes and graphs data using highly complex techniques • Prepares reports and manuscripts for publications • Reviews and critiques reports and analyses of other statisticians • Provides direct links to related informatics' analysis tools 	<p>IMPACT Significant impact on operations, resources, or University's reputation</p> <p>SCOPE Provides advanced and complex statistical analysis for multiple projects</p>	<p>RECEIVED Under Limited Direction: Within this job, the incumbent performs regular assignments using own judgment. Determines methods and procedures on new projects. Held accountable for end results. Responsible for determining when supervisor or others should be consulted. Incumbents have discretion to make decisions within the scope of their responsibilities. Complex assignments are occasionally reviewed upon completion</p> <p>GIVEN Individual Contributor: Works independently or as part of a team to achieve results.</p>

NOTE:

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RESEARCH JOB FUNCTION

Statistician Family

Level	Function/ Roles	Experience/ Education (Minimum Required)	Typical Duties and Responsibilities (Cumulative from level to level in each job family)	Impact/Scope	Supervision
59 E	Statistician Manager I	<p>Master’s degree in statistics required</p> <p>PhD preferred</p> <p>8+ years of relevant experience</p> <p>Advanced knowledge of statistical programming software in a research setting</p>	<ul style="list-style-type: none"> • Prioritizes, coordinates, assigns and monitors data management tasks and data analysis projects • Decides project time lines, staffing, data quality, sample selection and data collection • Provides direct reports with guidance on methodology and analyses • Ensures cross-team collaboration 	<p>IMPACT Significant impact on operations, resources, or University’s reputation</p> <p>SCOPE Manages a department and provides advanced and complex statistical analysis for a highly specialized field</p>	<p>Under Limited Direction: Within this job, the incumbent performs regular assignments using own judgment. Determines methods and procedures on new projects. Held accountable for end results. Responsible for determining when supervisor or others should be consulted. Incumbents have discretion to make decisions within the scope of their responsibilities. Complex assignments are occasionally reviewed upon completion</p> <p>GIVEN Manages: Manages people and policies, allocates personnel and resources for given projects, full hire/fire authority, has primary responsibility for performance management and career development of employees, sets policy/standards within an area.</p>

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RESEARCH JOB FUNCTION

Bioinformatics Family

Level	Function/ Roles	Experience/ Education (Minimum Required)	Typical Duties and Responsibilities (Cumulative from level to level in each job family)	Impact/Scope	Supervision
56 E	Bioinformaticist I	Bachelor's degree in biological sciences required Master's preferred 3+ years experience in the area of bioinformatics	<ul style="list-style-type: none"> • Collaborates and consults with researchers to analyze problems, recommends technology-based solutions, and designs computational strategies for a project • Contributes to the design, development, implementation and testing of biocomputing tools 	<p>IMPACT Moderate impact on operations, resources, or University's reputation</p> <p>SCOPE Provides comprehensive biocomputing consulting for a project</p>	<p>RECEIVED Under General Direction: Within this job, the incumbent normally performs regular assignments using own judgment and following department / university policy, while keeping supervisor informed as necessary. Receives general guidance on new projects as to methods, procedures and desired end results. The incumbent has discretion to make decisions within the scope of their responsibilities. Complex assignments are usually reviewed upon completion.</p> <p>GIVEN Individual Contributor: Works independently or as part of a team to achieve results</p>

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RESEARCH JOB FUNCTION

Bioinformatics Family

Level	Function/ Roles	Experience/ Education (Minimum Required)	Typical Duties and Responsibilities (Cumulative from level to level in each job family)	Impact/Scope	Supervision
57 E	Bioinformaticist II	Masters degree in biological sciences required 5+ years experience in the area of bioinformatics	<ul style="list-style-type: none"> • Collaborates and consults with researchers to analyze problems, recommend technology-based solutions, and design computational strategies for a wide range of biological research • Provides training on bioinformatics-related concepts, applications and tools 	<p>IMPACT Moderate impact on operations, resources, or University's reputation</p> <p>SCOPE Provides advanced biocomputing consulting for a project</p>	<p>RECEIVED Under General Direction: Within this job, the incumbent normally performs regular assignments using own judgment and following department / university policy, while keeping supervisor informed as necessary. Receives general guidance on new projects as to methods, procedures and desired end results. The incumbent has discretion to make decisions within the scope of their responsibilities. Complex assignments are usually reviewed upon completion.</p> <p>GIVEN Individual Contributor: Works independently or as part of a team to achieve results.</p>

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RESEARCH JOB FUNCTION

Bioinformatics Family

Level	Function/ Roles	Experience/ Education (Minimum Required)	Typical Duties and Responsibilities (Cumulative from level to level in each job family)	Impact/Scope	Supervision
58 E	Bioinformaticist III	<p>Master's degree in biological sciences or statistics required</p> <p>PhD preferred</p> <p>7+ years of experience in area of bioinformatics</p>	<ul style="list-style-type: none"> • Provides advanced and highly specialized tools and analysis methods to scientists • Collaborates with other scientists in mining and interpreting the information collected • Develops, refines and implements computational algorithms in collaboration with biologists and statisticians • Designs the software and methods to display and discover patterns in biological data • Summarizes, analyzes and graphs data using advanced and highly complex techniques • Provides direct links to related informatics' analysis tools 	<p>IMPACT Significant impact on operations, resources, or University's reputation</p> <p>SCOPE Provides advanced and complex biocomputing analysis for a highly specialized field</p>	<p>RECEIVED Under Limited Direction: Within this job, the incumbent performs regular assignments using own judgment. Determines methods and procedures on new projects. Held accountable for end results. Responsible for determining when supervisor or others should be consulted. Incumbents have discretion to make decisions within the scope of their responsibilities. Complex assignments are occasionally reviewed upon completion</p> <p>GIVEN Individual Contributor: Works independently or as part of a team to achieve results.</p>

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RESEARCH JOB FUNCTION

Bioinformatics Family

Level	Function/ Roles	Experience/ Education (Minimum Required)	Typical Duties and Responsibilities (Cumulative from level to level in each job family)	Impact/Scope	Supervision
59 E	Bioinformaticist Manager I	Master's degree in biological sciences or statistics required PhD preferred 8+ years of experience in area of bioinformatics	<ul style="list-style-type: none"> • Prioritizes, coordinates, assigns and monitors biocomputing team • Participates in developing the scientific and research direction for the department • Decides on project time lines, staffing, data quality and sample selection and data collection • Provides direct reports with guidance on methodology and analyses • Ensures cross-team collaboration 	<p>IMPACT Significant impact on operations, resources, or University's reputation</p> <p>SCOPE Provides advanced and complex biocomputing analysis and management for a highly specialized field</p>	<p>RECEIVED Under Limited Direction: Within this job, the incumbent performs regular assignments using own judgment. Determines methods and procedures on new projects. Held accountable for end results. Responsible for determining when supervisor or others should be consulted. Incumbents have discretion to make decisions within the scope of their responsibilities. Complex assignments are occasionally reviewed upon completion</p> <p>GIVEN Manages: Manages people and policies, allocates personnel and resources for given projects, full hire/fire authority, has primary responsibility for performance management and career development of employees, sets policy/standards within an area.</p>

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