

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 style="text-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.

NOTE:

- 1) Individual positions will typically have most, but not necessarily all, of the Duties & Responsibilities listed
- 2) Grade Recommendations based on comparative review/analysis of internal positions and external market data.
- 3) E = exempt, N = non-exempt but outside HUCTW due to job content, grade and/or a Confidential / Supervisory exclusion

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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 style="text-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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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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