

Framework for Classification of Staff Officers of Research

Role Summary	Staff research positions which support the research portfolio under supervision of the PI. May conduct research, manage data, operate equipment, pull samples, manage grants or other functions as directed by the PI.					
Position Title Grade	Staff Associate I	STAFF ASSOCIATE Staff Associate II	Staff Associate III	Senior Staff Associate I	SENIOR STAFF ASSOCIATE Senior Staff Associate II	Senior Staff Associate III
Functional Knowledge	Knowledge of the research subject and scientific methods of analysis	Knowledge of the research subject specifically within own function on the team	Knowledge of the research subject and understanding of how functions inter-relate and support the broader research; considered specialist within own function	Has level of expertise about the research subject across multiple functions; considered specialist for multiple functions	Has mastery of the subject matter	Expert level knowledge and skills in specific field related to research project; performs ongoing literature review to remain current with new procedures and related research
Problem Solving	Utilizes analytical skills to solve moderately complex problems based on guidelines, protocols, and procedures	Solves problems in moderately complex situations, analyzing possible solutions based on education and experience using judgment and precedent	Utilizes strong analytical skills to solve complex problems; exercises developed judgment based on the analysis of multiple sources of information	Solves a broad range of complex problems; takes a new perspective on existing solutions; exercises judgment based on the analysis of multiple sources of information and education and/or equivalent experience	Develops innovative solution(s) to complex research problems; contributes original ideas of significance which may alter the course of the investigation	
Decision Making/ Autonomy	Works within guidelines to carry out assigned duties in the design of apparatus, the adaptation of relevant technology to the needs of a project, the conduct of specific experiments, and the analysis of data	Carries out research projects with limited PI supervision both collaboratively and independently	Works under minimal supervision on complex assignments that require a high degree of initiative and independent judgment	Works independently to design, execute and interpret experiments working in a collaborative research environment	Has authority to implement new techniques that have a major impact on implementation and/or outcomes of research projects	
Leadership	No supervisory responsibilities	May supervise students in the lab	Acts as a resource for new team members; manages schedule with PI's direction to ensure deadlines are met	Provides leadership in determining, recommending, and implementing improvements to policies /processes; defines best practices. May manage schedule and resource allocation to ensure deadlines are met; may manage a lab or facility. Provides formal guidance to junior team members	Provides leadership and expertise in identifying and completing research grants; supports PI in management of financial resources, as needed; manages significant portions of the research project; may manage a lab or facility and the support team within	Manages and leads substantial portions of complex research projects and original scientific contributions
Technical Expertise	Ability to operate and maintain equipment, computers, software programs and research tools in support of the project	Operates and maintains equipment, computers, software programs and research tools in support of the project	Broad understanding of research techniques, software and instruments used in project	Comprehensive understanding of research techniques, tools, software and instruments used in project. May develop protocols, design instruments, develop applications or software in support of the project	Designs research approaches for the entire project, including background research, experimental design and execution	
Communication Skills	Shares information and confirmation of data	Summarizes and explains information to others. May contribute to publications	Ability to translate information to general terms and help others understand impact of the information; assists PI in preparation of publications, including funding proposals, manuscripts and other research-oriented documentation	Explains complex information; collaborates with others to build consensus. May present at conferences and seminars. Participates in development of funding proposals, manuscripts and other research-oriented documentation	Initiates new research proposals; prepares funding and grant submissions	
Minimum Qualifications To Be Considered For Position	Bachelor's degree in specific research field and 4 years experience preferred	Bachelor's degree in specific research field and 4 years recommended	Bachelor's degree in specific research field and 4-6 years experience	Bachelor's degree in specific research field and 6 -10 years experience; Master's degree, or equivalent combination of education and experience preferred	Bachelor's degree in specific research field and 10+ years experience; Master's degree, or equivalent combination of education and experience preferred	Bachelor's degree in specific research field and 15+ years experience; Master's degree, or equivalent combination of education and experience preferred