

Position Title: **Associate Research Scientist (or Scientist II)**

Organizational Unit: Center for Imaging Science, College of Science

FLSA Status: Exempt

BASIC FUNCTION:

In support of CIS missions, an Associate Research Scientist (or Scientist II) is responsible for providing scientific research expertise for CIS activities associated with new program initiatives, new and on-going development activities and applied and fundamental scientific research. The Associate Research Scientist conducts high quality scientific research, prepares final reports and journal articles disseminating the results of that research, and participates in development of external funding for research projects through sponsor liaison, development, and proposal preparation activities. An associate research scientist contributes to the planning for and development of scientific directions for research projects within his/her specific expertise area, and provides mentorship to more junior scientists, including students.

MINIMUM QUALIFICATIONS*

*Substitution of relevant education or experience for stated qualifications may be considered.

Knowledge, Skills, and Abilities:

- Expert technical knowledge of specific scientific area.
- Fluent ability to conduct scientific research.
- Working knowledge of programmatic aspects of research (cost, resources, and schedule).
- Excellent verbal and written communication skills.
- Fluent mentoring and/or teaching ability.
- Demonstrated ability to independently define and conduct high level research
- Demonstrated ability to disseminate research results through publication in reports and refereed journal articles
- Demonstrated ability to win grants and contracts.
- Demonstrated ability to work in a team and to establish and maintain effective professional working relationships, including with peers across disciplines.

Education

- Advanced university Degree in an Scientific Discipline or a related technical field such as Chemistry, Physics, Mathematics, Computer Science or Engineering

Experience

- 3-6 years experience in scientific research. Experience coordinating work of peers.

*Duties and Responsibilities**

* See annual performance goals and objectives for complete list

An **Associate Research Scientist** will participate in proposing for and then carry out a high level program of scientific research in a specific scientific discipline. The Associate Research Scientist will:

- Provide scientific expertise for new and ongoing activities within CIS.
- Working with Project Leaders and more senior scientists, develop cost and schedule project plans for scientific research projects.
- Carry out a high level program of scientific research.
- Document the results of scientific research through reports, presentations at meetings, and through publication in proceedings and refereed journal articles.
- Support proposal generation and other new business efforts.
- Document early results and new initiative concepts in internal reports, white papers, and proposals.
- Guide and mentor more junior scientists, including students, to promote skill growth.
- Participate as a member in appropriate professional society or organization, as appropriate.

Division Approval:
HR Approval:
Effective Date:
Revised Date(s):

Definitions:

A **basic** level of expertise can be accomplished through the successful completion of a course in a specific area or a curriculum in a general field. This level would be assigned to someone who understands the basic topics, principles or practices within an area but has not practiced these principles in a non-class environment.

A **working** level of expertise can be accomplished through the successful completion of a curriculum in an area. This level would be assigned to someone who understands complex topics, principles or practices within an area but has not practiced these principles in a non-class environment.

A **fluent** level of expertise would be assigned to someone who understands the complex topics, principles or practices of an area and has demonstrated their competency through the completion of a small number (e.g. 3-4) of medium-sized to large-sized projects in a research environment..

An **expert** level would be assigned to someone who has a thorough understanding of topics, principles or practices in an area and has demonstrated their competency through the completion of a number (e.g. 8-10) of medium-sized to large-sized projects in a research environment..

A **demonstrated** skill indicates that a person has successfully completed this skill but there is some risk that the same result will not occur for the next opportunity.

A **proven** skill indicates that a person has successfully completed this skill often or with sufficient quality that it is expected that the same successful result will occur for the next opportunity.

Center Approval:
HR Approval:
Effective Date:
Revised Date(s):