TITLE: ASSOCIATE 4 – RESEARCH (F731)

Nature of Work

Research Associate 4 is the fourth level job series of professional research support positions. The use of this job is primarily limited to departments reporting to the Vice Chancellors for Research and Academic Affairs engaged in academic/research activities.

The job is distinguished from a Research Associate 3 in that more supervision and management are normally required and/or advanced technical skills are required. Research Associate 4’s work on projects/programs of greater variety, size and scope than lower level Research Associates. Research Associate 4’s may serve as Project Manage/Coordinator and/or Principal Investigator for a major project or program or a number of moderately sized projects. Research Associate 4’s may also be involved in research projects requiring advanced scientific/research knowledge, skills and abilities.

The Research Associate 4 is distinguished from a Research Associate 5 in that there is a lack of responsibility for managing an entire program. Research Associate 5’s are involved in coordinating projects requiring the most advanced scientific/research knowledge, skills and abilities.

Examples of Work
(These examples are intended to illustrate the various types of work performed by employees with this title. All of the work performed by incumbents with this title may not be listed, nor are all of the examples listed performed by every incumbent).

Supervises staff professionals which include participation in hiring, evaluating, counseling, and training employees.

Develops new techniques or solutions to complex research problems based on advanced scientific research. Directs the preparation of reports results described in accordance with professional standards.

Incumbents often must apply advanced computer skills and apply advanced computer knowledge and abilities to significantly develop, adapt, or modify computer hardware, software, networks, and/or peripheral equipment to aid research or public service efforts. Incumbents normally have proficiency in one or more programming languages. Incumbents may be expected to use their advanced knowledge, abilities and skills to provide advanced computer analysis and to assist other researchers in obtaining analyzing and interpreting results.

Conducts highly specialized and highly technical research utilizing scientific equipment/procedures which are difficult to operate or to analyze and interpret results (GC/MS, LC/MS, Flow Cytometry or advanced EM, advance diagnostic histology, advanced bacteriology, advance histochemistry)
and which require extensive training and experience.

Incumbents normally are expected to perform a complete set of tests/procedures for a specialized field giving technical advice to lower level research associates, provide independent research with only some administrative direction but little technical supervision, and provide more thoroughly and advanced analysis and interpretation than Research Associate 3’s requiring considerable expertise in one or more areas.

May supervise a large research/instruction lab supporting multiple users.

Provides first line supervisory support in developing contacts with grant/contract agencies and sources and in developing proposals for funding. May provide first line supervision and coordination of project/program activities with grant/contract agencies, with other research groups, etc. requiring considerable problem resolution and independent policy development and administration.

**Minimum Qualifications**

Master’s degree in related field and 1-2 years of related experience.