

UNIVERSITY OF MASSACHUSETTS MEDICAL SCHOOL

MEDICAL SCHOOL				
	POSITION D	ESCRIPTION		
Job Title:	Job Code:	Department:	L.U.:	Grade:
Non-Faculty Howard Hughes	MRH402	Various		NG
SBU	SCHOOL	Non-Faculty Howard Hugl	hes	<u>'</u>
Manager/Non Manager	Individual Contr	ibutor - No direct reports		
POSITION SUMMARY:	1			
The Senior Research Scientist Howard F	Hughes performs	a variety of complex research experime	ents on	topics
pertinent to the interests of the research	ch programs of t	he laboratory.		
			_	
Under general su	pervision of the	Principal Investigator or designee		
	ESSENTIAL	FUNCTIONS		
	•	,	%	•
Research				
Design	and implement	experiments designed to further ongoin	ng resea	ırch
	,	sultation with the principal investigator	0	
B., 11.				
		e general operation of the laboratory		
•	te regularly in laboratory meetings gn and implement research projects in the laboratory			
Design	and implement	research projects in the laboratory		
Data				
	data acquired ir	the course of research projects		
·		d grant applications		
Responsible For	Responsible For			مدانده
	data acquisition	, data analysis, and presentation of rese	earch re	suits
Lead	discussions of n	ew reports pertinent to ongoing and pro	onosed	nroiects
	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	ew reports per tillent to ongoing and pro	орозса	projects
Training				
Train	and supervise ju	unior lab personnel, ensuring staff is trai	ined in (current
	methodology ar	nd safety procedures in the laboratory		

	NONESSENTIAL FUNCTIONS	
Sum ation	NONESSENTIAL FUNCTIONS	0/
Function		%
The employee will a	also be required to perform other duties as assigned	
	ssential and non essential functions should be 95-100%	: 0
	encies (expectations for all UMMS employees):	
·	incles (expectations for <u>an</u> divilvis employees):	
ACCOUNTABILITY		
	urable, high-quality, timely, and cost effective results	
	asm, and maximum effort in completing responsibilities	
Demonstrates flexibility in response to char	nging priorities	
Accepts personal responsibility for own act	ions, including errors	
Supports other team members by prioritizing	ng and altering daily routines to complete assignments	
Complies with established policies, procedu	ires, and rules	
Participates in cross-functional teams and v	vorks effectively with employees from diverse backgrounds	
INITIATIVE		
Takes prompt action to accomplish tasks ar		
Completes assignments with minimal direct		
Utilizes equipment, supplies, and technolog		
Recommends process improvements within		
Collaborates with other employees and dep		
Actively participates in the development an		
PROBLEM SOLVING/DECISION MAKING		
	the relevance and accuracy of available information and reco	gnizing one's
filters, privileges, biases, and cultural prefer	ences	

Generates and evaluates alternative solutions and makes effective and timely decisions	
Reviews the effects and implications of decisions and takes appropriate follow up actions	
QUANTITY/QUALITY of WORK	
Pays close attention to detail	
Strives to achieve accuracy and consistency in all tasks	
Organizes work to achieve maximum productivity	
Actively applies strategies and tactics that routinely deliver results	
Follows all safety rules, proactively works to prevent accidents, and encourages the use of sound judgme	nt in order to
comply with departmental and UMMS safety policies and procedures	
Produces a consistently high volume of work that also meets quality standards	
SERVICE ORIENTATION	
Applies effective interpersonal and problem-solving skills when responding to clients	
Treats all of our diverse internal and external clients with respect and courtesy	
Understands the needs and expectations of diverse clients and anticipates how to fulfill them	
Demonstrates cultural sensitivity and competence when interacting with clients, fellow employees, and g	uests
Takes personal responsibility applying proactive, solution focused approaches in responding to client nee	
DIVERSITY & INCLUSION	
Understands how social group identities shape the settings in which we work	
Demonstrates self-awareness and the ability to see other points of view, valuing diverse experiences and	ways of knowing
Negotiates conflict and facilitates discussions with culture competence and cultural humility	
Shows commitment to continuous learning/improvement in managing diversity	
Department/Position Specific Competencies:	
PHYSICAL DEMANDS AND WORK ENVIRONMENT:	Level
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Add additional details here: May be exposed to hazardous or infectious materials in	
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REQUIRED QUALIFICATIONS:	REQUIRED QUALIFICATIONS:				
Education	Bachelor's Level Degree				
Add additional details here:	A degree in a Biological Science, or equivalent experience				
Experience					
Add additional details here:	 7 years of research experience. Familiarity with general laboratory procedures. Expertise in specific procedures and instrumentation necessary to complete specific research programs. Current knowledge of pertinent literature. Oral and written communication and presentation skills Ability to travel to off-site locations 				
PREFERRED QUALIFICATIONS:					
Education					
Add additional details here:					
Experience					
Add additional details here:					
SIGNATURES:					
Manager:		8/2/2018			
Department Head:		8/2/2018			