



## JOB INFORMATION

<i>Job Code:</i>	098028
<i>Job Title:</i>	Research Scientist (Staff)
<i>FLSA Status:</i>	Exempt
<i>Supervisory:</i>	Leads one or more employees performing similar work.
<i>Job Family:</i>	Research - Science
<i>Job Family Group:</i>	Research and Clinical Support
<i>Management Level:</i>	7 Individual Contributor

## JOB SUMMARY

Serves as a key research scientist who is recognized as a national authority on topics in specialized field. Acts more independently and with a greater degree of freedom than senior research associate. Plans, designs and conducts highly specialized, technical and unusually complex research projects independently. Works under consultative direction from supervisor toward long-range goals and objectives. May contribute to the development of advanced new concepts, techniques and standards. Analyzes research data and provides interpretations. Contributes to the development of research documentation for publication and/or prepares technical reports, papers and/or records. Develops solutions to research problems of unusually complexity, which require a high degree of ingenuity, creativity and innovativeness. Makes presentations at academic and/or practitioner conferences. Provides leadership, direction and guidance to staff and/or student workers as needed.

## JOB QUALIFICATIONS:

### Education

<i>Req</i>	<i>Pref</i>	<i>Degree</i>	<i>Field of Study</i>
X		Doctor of Philosophy (PhD)	

### Additional Education

**Check here if experience may substitute for some of the above education.**

Combined experience/education as substitute for minimum education

### Work Experience

<i>Req</i>	<i>Pref</i>	<i>Work Experience</i>	<i>Experience Level</i>
X		5 years	

### Additional Work Experience

**Check here if education may substitute for some of the above work experience.**

Combined experience/education as substitute for minimum work experience

### Knowledge, Skills and Abilities

<i>Req</i>	<i>Pref</i>	<i>Functional Skills</i>
X		Directly related education and experience in research specialization with highly advanced knowledge of equipment, procedures, analysis methods, principles, theories and concepts.

## Knowledge, Skills and Abilities

Req	Pref	Functional Skills
X		Demonstrated leadership in developing new ideas and ability to publish in appropriate academic and practitioner outlets.
X		Demonstrated independent thinking and leadership in scholarly writing according established criteria (e.g., first-authored publications, conceptual leadership in the development of publications generated alone or with others, writing of first drafts of publications and/or single-authored publications).

## Other Job Factors

## JOB ACCOUNTABILITIES

	% Time	Essential	Marginal	N/A
Serves as a key research scientist who is recognized as a national authority on topics in specialized field. Acts more independently and with a greater degree of freedom than senior research associate. Plans, designs and conducts highly specialized, technical and unusually complex research projects independently. Works under consultative direction from supervisor toward long-range goals and objectives. Exercises considerable latitude in determining research objectives and approaches. May contribute to the development of advanced concepts, techniques and standards.				
Identifies, researches, compiles and evaluates data sources, background information and/or technology related to area of specialization.				
Analyzes and evaluates research data utilizing computers and provides interpretations requiring significant knowledge of a specialized area of research. Searches literature, utilizing all available resources including electronic, regarding new methodology and designs experiments accordingly.				
Develops solutions to wide-range of research problems of unusual complexity, which require a high degree of ingenuity, creativity and innovativeness. Creates or modifies methods and techniques for obtaining solutions. Ensures solutions are consistent with research objectives.				
Develops research documentation for publication alone or with others and/or prepares technical reports, papers and/or records that show independent thinking and leadership in scholarly writing.				
Makes presentations at academic and/or practitioner conferences. May participate in workshops.				
Operates and maintains sophisticated laboratory/scientific equipment.				
Provides leadership, direction and guidance to staff and/or student workers regarding procedures, techniques and use of equipment as needed.				

## Other Requirements

Essential:	Emergency Response/Recovery	Essential:	Mandated Reporter
	In the event of an emergency, the employee holding this position is required to "report to duty" in accordance with the university's Emergency Operations Plan and/or the employee's department's emergency response and/or recovery plans. Familiarity with those plans and regular training to implement those plans is required. During or immediately following an emergency, the employee will be notified to assist in the emergency response efforts, and mobilize other staff members if needed.		A mandated reporter who in his or her professional capacity has knowledge of, or reasonably suspects a person who is under the age of 18 years, elderly, or a dependent adult has been the victim of abuse or neglect must report the suspected incident. The reporter must contact a designated agency immediately or as soon as practically possible by telephone or in writing within 36 hours. By virtue of the associated job duties, this position qualifies as a mandated reporter as required by state law and USC's policy at: <a href="https://policy.usc.edu/mandated-reporters/">https://policy.usc.edu/mandated-reporters/</a>
Campus Security Authority (CSA)			Essential:
By virtue of the associated job duties, this position qualifies as a Campus Security Authority as required by law and USC's policy at: <a href="https://dps.usc.edu/alerts/clery/">https://dps.usc.edu/alerts/clery/</a>			No

## ACKNOWLEDGMENTS

The above statements reflect the essential and non-essential functions as necessary to describe the principle contents of the job. They are not intended to be a complete statement of all work requirements or duties that may be required of the position. I understand that I may be asked to perform other duties as assigned. USC reserves the right to add or change duties at any time.

The University of Southern California is an Equal Opportunity Employer. USC prohibits discrimination on any basis protected under federal, state, or local law, regulation, or ordinance or university policies. All employment decisions are based on individual qualifications and business need.

I acknowledge receipt of this job description and its associated physical requirements. I have read and understand the job description and job requirements and agree to abide by their contents. I realize that duties may be requested of me that are not specifically stated herein. I understand that I will be expected to adjust to potential fluctuations in work volume. I understand that, if I have any questions about the essential functions or expectations of my position, my supervisor and/or HR partner are available to discuss them with me.

\_\_\_\_\_  
Print Employee Name

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Print Manager Name

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

This job description describes the general nature and level of work required by the position. It is not intended to be an all-inclusive list of qualifications, skills, duties, responsibilities or working conditions of the job. The job description is subject to change with or without notice, and Management reserves the right to add, modify or remove any qualification or duty. Nothing in this job description changes the existing at-will employment relationship between the university and the employee occupying the position.