

Researcher Career Ladder

The Researcher job family encompasses a structured career ladder designed to support and advance scientific inquiry, innovation, and discovery. Beginning with the entry role of Researcher Technician, this pathway provides opportunities for growth through progressively advanced roles, including Researcher Assistant, Researcher Associate, and Researcher. As roles become available, those who demonstrate expertise and leadership can ascend to specialized positions such as Researcher Senior, Researcher Specialist, and Researcher Lead, culminating in the pinnacle role of Researcher Senior Lead. Each level represents increasing responsibility, technical proficiency, and strategic influence, fostering a clear trajectory for professional development within the research domain.



Click on a job title above for additional information.

Researcher Technician

As a Researcher Technician, this entry-level position will play a pivotal role in supporting team operations within a dynamic research environment. Under the guidance of managers, team leads, or senior technicians, you will conduct routine tests/measures and assist in various research endeavors. Your responsibilities will include aiding investigators or senior researchers in conducting studies and procedures encompassing tasks such as data collection, solution preparation, and equipment setup and maintenance. Depending on the research focus, this position may involve research collaborator contact, research animal contact, and/or specimens.

EDUCATION/ EXPERIENCE: High School or GED required. Previous research experience or coursework preferred.

GRADE: W.G285

FLSA STATUS: Nonexempt

REMOTE/HYBRID: Eligible

CAREER LEVEL: Individual Contributor

Researcher Assistant

As a Researcher Assistant, you will contribute to the daily operations of research projects under the close supervision of experienced researchers. This role involves performing standard research tasks, including sample processing, basic data analysis, and maintaining accurate records. Your support will be crucial in helping senior team members execute complex protocols and ensuring the smooth functioning of the lab. Depending on the research focus, this position may involve research collaborator contact, research animal contact, and/or specimens.

EDUCATION/ EXPERIENCE: Associate's degree in a related field OR High School diploma or GED and two (2) years of related experience required. Work experience may NOT substitute for education requirement.

GRADE: W.G300

FLSA STATUS: Nonexempt

REMOTE/HYBRID: Eligible

CAREER LEVEL: Individual Contributor

Researcher Associate

As a Researcher Associate, this intermediate-level position will require you to independently conduct more complex studies and analyses, contributing to the advancement of research projects. With greater autonomy, you will design experiments, interpret data, and collaborate with senior researchers to develop and refine research protocols. Your role may also include mentoring junior staff and ensuring compliance with safety and regulatory standards. Depending on the research focus, this position may involve research collaborator contact, research animal contact, and/or specimens.

EDUCATION/ EXPERIENCE: Bachelor's degree in a related field OR Associate's degree in a related field and two (2) years of related experience OR High School diploma or GED and four (4) years of related experience required. Work experience may NOT substitute for education requirement.

GRADE: W.G325

FLSA STATUS: Nonexempt

REMOTE/HYBRID: Eligible

CAREER LEVEL: Individual Contributor

Researcher

As a Researcher, you will play a key role in driving scientific discovery by independently leading and executing research projects. This professional-level position demands a high degree of expertise and judgment in designing studies, analyzing data, and may involve assistants in publishing findings. You will collaborate with cross-functional teams, manage project timelines, and contribute to grant writing and securing funding for future research. Depending on the research focus, this position may involve research collaborator contact, research animal contact, and/or specimens.

EDUCATION/ EXPERIENCE: Master's degree in a related field OR Bachelor's degree in related field and two (2) years of related experience OR Associate's degree in related field and four (4) years of related experience required or High School diploma or GED and six (6) years of related experience required. Work experience may NOT substitute for education requirement.

GRADE: W.G345

FLSA STATUS: Exempt

REMOTE/HYBRID: Eligible

CAREER LEVEL: Individual Contributor

Researcher Senior

As a Researcher Senior, you will have expanded responsibilities, overseeing complex or multiple research projects and providing strategic direction. This professional-level role involves mentoring junior researchers, managing project budgets, and ensuring the integrity and quality of research outcomes. Your expertise will be critical in guiding experimental design, data interpretation, and contributing to high-impact publications. Depending on the research focus, this position may involve research collaborator contact, research animal contact, and/or specimens.

EDUCATION/ EXPERIENCE: Doctorate degree in a related field OR Master's degree in a related field and two (2) years of related experience OR Bachelor's degree in related field and four (4) years of related experience required. Work experience may NOT substitute for education requirement.

GRADE: W.G365

FLSA STATUS: Exempt

REMOTE/HYBRID: Eligible

CAREER LEVEL: Individual Contributor

Researcher Specialist

As a Researcher Specialist, you will be recognized as an expert in your field, leading specialized research initiatives with a high level of autonomy. This professional-level position entails developing innovative research methodologies, securing external funding, and influencing the strategic direction of research programs. Your role will also involve extensive collaboration with internal and external stakeholders, disseminating research findings, and driving technological advancements. Depending on the research focus, this position may involve research collaborator contact, research animal contact, and/or specimens.

EDUCATION/ EXPERIENCE: Doctorate degree in a related field OR Master's degree in a related field and two (2) years of related experience OR Bachelor's degree in related field and four (4) years of related experience required. Work experience may NOT substitute for education requirement.

GRADE: W.G365

FLSA STATUS: Exempt

REMOTE/HYBRID: Eligible

CAREER LEVEL: Individual Contributor

Researcher Lead

As a Researcher Lead, this emerging leader role will require you to spearhead major research projects and lead a team of researchers towards achieving significant scientific goals. Your responsibilities will include strategic planning, project management, and ensuring the alignment of research activities with organizational objectives. You will play a critical role in mentoring junior researchers, fostering a collaborative research environment, and representing the research team at national and international forums. Depending on the research focus, this position may involve research collaborator contact, research animal contact, and/or specimens.

EDUCATION/ EXPERIENCE: Master's degree in a related field and one (1) year of related experience OR Bachelor's degree in related field and three (3) years of related experience OR Associate's degree in related field and five (5) years of related experience required. Work experience may NOT substitute for education requirement.

GRADE: W.G350

FLSA STATUS: Exempt

REMOTE/HYBRID: Eligible

CAREER LEVEL: Emerging Leader

Researcher Senior Lead

As a Researcher Senior Lead, you will be at the forefront of research leadership, guiding the overall research strategy and overseeing the execution of multiple high-impact projects. This emerging leader role demands exceptional expertise and visionary thinking, with responsibilities including securing major funding, influencing research policy, and driving innovation. You will lead large, interdisciplinary teams, ensuring the highest standards of scientific excellence and significantly impacting the field. Depending on the research focus, this position may involve research collaborator contact, research animal contact, and/or specimens.

EDUCATION/ EXPERIENCE: Doctorate degree in a related field and one (1) year of related experience OR Master's degree in a related field and three (3) years of related experience OR Bachelor's degree in related field and five (5) years of related experience required. Work experience may NOT substitute for education requirement..

GRADE: W.G370

FLSA STATUS: Exempt

REMOTE/HYBRID: Eligible

CAREER LEVEL: Emerging Leader