

**Career Path Field Robotics Specialist
January 2011**

| JCC Title | Qualifications | Grade | FLSA | JCC Number | Job summary (all job qualifications and responsibilities are cumulative in nature) |
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| Field Robotics Specialist | <p><i>Education/Training:</i> Master's degree or equivalent combination of training and experience. <i>Licenses:</i> May require licensing in a particular area.</p> <p><i>Skills/Abilities:</i> Ability to apply mastery and broad understanding in a specific field (i.e., computer science, chemistry, electrical engineering, design, etc.) to practical scientific or technical projects; excellent analytical, technical, reasoning and innovative problem solving skills; ability to function competently in a team environment; ability to interact and communicate effectively and courteously with members of the campus community and external customers; computer expertise; ability to maintain accurate and detailed records; requires supervisory and leadership skills. <i>Physical:</i></p> <p><i>Mobility:</i> Normally sedentary with some mobility; i.e., able to travel to other campus locations; may require some bending, stretching, pushing as well as lifting of components or equipment.</p> <p><i>Environmental Conditions:</i> Work is normally performed in an academic or research lab. There is frequent close contact with CRT for long periods of time.</p> <p><i>Mental:</i> Ability to pay close attention to detail, meet inflexible deadlines, remain calm during difficult situations, work under pressure and work with frequent interruptions; supervise others.</p> <p><i>Other:</i> Week-end and evening hours may be required..</p> <p><i>Preferred Education:</i> Ph.D. or equivalent combination of training and experience.</p> <p><i>Preferred Experience:</i> Experience in an academic or other research setting.</p> | 63 | Exempt | 4605 | <p>Working as a senior member of a team, carries out complex or leading-edge scientific and technical efforts related to research projects. Frequently acts as team leader, in particular with problem formulation and procedural determinations for unique and unusual situations. Work has significant impact on project outcomes.</p> <p><i>Accountability:</i> Provides extensive value added services, including either managing a project or acting as a high level individual performer or team leader in a team or matrixed environment. Determines own, project's and/or team's priorities based on overall goals, and may deviate from established procedures and practices as long as end results meet performance objectives and established goals. Gives advice and counsel to senior researchers and principal investigators which significantly influences decisions.</p> <p><i>Direction:</i> Performs under minimal supervision. All normal duties and responsibilities are handled independently. Only the most</p> |

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| | | | | | <p>difficult or unique situations are referred to the principal investigator. Decisions: Determines procedures or precedents for self and others to follow. Solutions require in depth research of circumstances, facts and issues which differ significantly from the norm. Supervision: Supervises other staff, including hiring and training new staff employees; conducting performance appraisals; making recommendations for salary increases and promotions. Functions as a team leader and coaches, develops and motivates peers.</p> |
| Senior Field Robotics Specialist | <p>Education/Training: Master's degree or equivalent combination of training and experience. Licenses: May require licensing in a particular area. Experience: At least 5 or more years of related experience, including in depth experience in particular scientific, design or engineering applications. Skills/Abilities: Functional authority in a specific field with the ability to apply mastery and broad understanding of the field (i.e., computer science, chemistry, electrical engineering, design, etc.) to practical scientific or technical projects, also has a broad understanding of related fields; excellent analytical, technical, reasoning and innovative problem solving skills; ability to function competently in a team environment; able to respond quickly and effectively to changing situations; ability to balance conflicting priorities; ability to interact and communicate effectively and courteously with members of the campus community and external customers; computer expertise; ability</p> | 64 | Exempt | 4606 | <p>Acts as team leader for specific areas of research projects. Working with principal investigator(s), prioritizes project goals based on overall organizational goals. Working with other team members, contributes significantly in the development and documentation of research findings and is a major collaborator of scientific papers. Frequently presents research findings to current or potential sponsors and at major national and international conferences.</p> <p>Accountability: Provides extensive value added services, including</p> |

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| | <p>to maintain accurate and detailed records; requires supervisory and leadership skills. Physical:</p> <p><u>Mobility:</u> Normally sedentary with some mobility; i.e., able to travel to other campus locations; may require some bending, stretching, pushing as well as lifting of components or equipment. <u>Environmental Conditions:</u> Work is normally performed in an academic or research lab. There is frequent close contact with CRT for long periods of time.</p> <p>Mental: Ability to pay close attention to detail, meet inflexible deadlines, remain calm during difficult situations, work under pressure and work with frequent interruptions; supervise others.</p> <p>Other: Week-end and evening hours may be required.</p> <p>Preferred Education: Ph.D. or equivalent combination of training and experience.</p> <p>Preferred Experience: Experience in an academic or other research setting.</p> | | | | <p>managing own project area while working closely with peers to increase effectiveness between and among both related and diverse areas. Determines priorities for project area based on overall organizational goals, and may deviate from established procedures and practices as long as end results meet performance objectives and established goals. Gives advice and counsel to senior researchers and principal investigators which significantly influences decisions.</p> <p>Direction: Performs under minimal supervision. Functions within broad precedents and policies. All normal duties and responsibilities are handled independently. Only the most difficult or unique situations are referred to the principal investigator. Decisions: Determines procedures or precedents for self and others to follow. Solutions to problems encountered require quick and effective analysis of in-depth research, conducted by others as well as self, of circumstances, facts and issues which differ significantly from the norm. Supervision: Supervises both professional and support staff, including hiring and training new staff employees; conducting performance appraisals; approving recommendations for</p> |
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| | | | | | salary increases and promotions. In addition, functions as a team leader and coaches, develops and motivates peers. |
| Principal Field Robotics Specialist | <p><i>Education/Training:</i> Master's degree or equivalent combination of training and experience. <i>Licenses:</i> May require licensing in a particular area. <i>Experience:</i> At least 6 or more years of related experience, including in depth experience in particular scientific, design or engineering applications.</p> <p><i>Skills/Abilities:</i> Ability to successfully oversee diverse areas; functional authority in a specific field with the ability to apply mastery and broad understanding of the field (i.e., computer science, chemistry, electrical engineering, design, etc.) to practical scientific or technical projects, also has a broad understanding of related fields; excellent analytical, technical, reasoning and innovative problem solving skills; ability to function competently in a team environment; able to respond quickly and effectively to changing situations; ability to balance conflicting priorities; ability to interact and communicate effectively and courteously with members of the campus community and external customers; computer expertise; requires supervisory and leadership skills. <i>Physical:</i></p> <p><i>Mobility:</i> Normally sedentary with some mobility; i.e., able to travel to other campus locations; may require some bending, stretching, pushing as well as lifting of components or equipment. <i>Environmental Conditions:</i> Work is normally performed in an academic or research lab. There is frequent close contact with CRT for long periods of time.</p> <p><i>Mental:</i> Ability to pay close attention to detail, meet inflexible deadlines, remain calm during difficult situations, work under pressure and work with frequent interruptions; supervise others.</p> <p><i>Other:</i> Week-end and evening hours may be required.</p> <p><i>Preferred Education:</i> Ph.D. or equivalent combination of training and experience.</p> | 66 | Exempt | 4607 | <p>Acts as team leader for research projects. Determines priorities for project area based on overall organizational goals. Major contributor in developing and documenting research findings and collaborator in writing scientific papers. Frequently presents research findings to current or potential sponsors and at major national and international conferences.</p> <p><i>Accountability:</i> Provides extensive value added services, including providing senior level project management as well as increasing overall organizational effectiveness by establishing close relationships with peers and others in related and diverse fields both at the university and in other institutions. Determines priorities for project area based on overall organizational goals, and may deviate from established procedures and practices as long as end results meet performance objectives and established goals. Gives advice and counsel to senior researchers and principal investigators which significantly</p> |

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| | Preferred Experience: Experience in an academic or other research setting. | | | | <p>influences decisions. Direction: Performs under minimal supervision. Functions within broad precedents and policies. All normal duties and responsibilities are handled independently. Only the most difficult or unique situations are referred to the principal investigator or institute director.</p> <p>Decisions: Determines procedures or precedents for self and others to follow. Solutions to problems encountered require quick and effective analysis of in-depth research, conducted by others as well as self, of circumstances, facts and issues which differ significantly from the norm. With others, is also responsible for determining long-range strategic plan for area</p> <p>Supervision: Supervises both professional and support staff, including hiring and training new staff employees; conducting performance appraisals; approving recommendations for salary increases and promotions. In addition, functions as a team leader and coaches, develops and motivates peers.</p> |
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