

## Career Path – Lab Assistant, Research Assistant and Research Associate October 2009

JCC Title	Qualifications	Grade	Exemption Status	New JCC Number	Job summary (all job qualifications and responsibilities are cumulative in nature)
Lab Assistant I	High School Diploma.	50	Non-Exempt	4591 (same grade)	Performs basic lab maintenance duties. Cleans and maintains instruments, equipment and facilities.
Lab Assistant II	High School Diploma and up to 1 year related experience.	51	Non-Exempt	New JCC 4593	Maintains lab inventory. Works with academic departments to ensure the maintenance of lab instruments, equipment and facilities.
Lab Assistant III	High School Diploma and 2 or more years related experience.	52	Non-exempt	<del>4592</del> Close out and add new JCC 4594	Without direct supervision, maintains lab inventory. Independently maintains of lab instruments, equipment and facilities for teaching or research purposes.
Research Assistant	High School Diploma and up to 2 years related experience. Associate's degree preferred.	53	Non-Exempt	<del>4574</del> close out JCC 4571 and add JCC 4550 – up from grade 52	Follows research plans in order to collect, record and manipulate research data. Maintains accurate and detailed research records.
Research Associate I	Bachelor's degree in related field or equivalent in experience and education; plus knowledge of scientific research methods. 1 or more years of related research experience.	55	Non-Exempt	4551 (up from grade 54)	Assists in the development and execution of research projects including experiment design, analysis of data collected and writing up experiment results.
Research Associate II	Bachelor's degree in related field or equivalent in experience and education; plus knowledge of scientific research methods. 2-4 years related research experience.	56	Non-Exempt	4552 (up from grade 55)	Under general supervision, designs experiments and research protocols. Performs complex analysis to report results.
Research Associate III	Master's degree in related field or equivalent in experience and education; plus knowledge of scientific research methods. Up to 3 years related experience.	58	Exempt	4553 (up from grade 57)	Independently designs experiments and research protocols. Independently sets up and performs sound experimental procedures. May perform lab management functions.