



JOB DESCRIPTION

Title: R&D Associate (Location: Gainesville, FL)

Date Last Modified: January 2025

Department:	R&D	Classification:	Exempt
Supervisor:	R&D Manager	Grade:	Q
Status:	Regular, Full Time		
Schedule:	Flexibility needed, however mainly M – F, 8 – 5 pm		
Salary Range:	MIN: \$ 53,795.66 MID: \$64,571.94 MAX: \$75,369.63		

Position Objective:

The R&D Associate is responsible for safely executing phytotoxicity and efficacy trials on a wide range of insect pests and plant pathogens. Also, this associate will be responsible to trials with bio-stimulants. Direct responsibilities include colony, inoculum, and research supply maintenance and procurement, greenhouse management, replicated experimental design, data collection, data summarizing, and communicating trial results with collaborators within the BioWorks group. The R&D associate will need to be highly independent and motivated to drive results by optimizing current testing methods, while also adopting new testing capabilities. Responsibilities include working with other collaborators at UFL Gainesville to establish new protocols, provide formulation and product feedback, and execute product trials in quick succession. Other duties as assigned.

Essential Qualifications: Education, Experience, Skills, Certifications:

- **Education** – Bachelor of Science degree or Associate Degree.
- **Experience** – At least 6 years of professional experience running insecticide and fungicide efficacy trials, including small-scale spray applications of registered pesticides and biopesticides. Experience with biostimulant testing is a plus. Ability to translate trial results to commercial value propositions or value propositions to trial protocols is a plus.
- **Licenses** – Driver's license, with ability to commute regularly between two locations in the Gainesville area, and have or be willing to apply for a private pesticide applicators license.
- **Complexity of Work & Decision Making** – A variety of non-routine duties, not necessarily related, that require considerable judgement to work independently.
- **Accountability** – Objective is defined but how is defined by broad and varying policies, procedures, rules or precedents.
- **Consequence of Errors** – Probable errors may be detectable but are significant if not.
- **Customer Interactions** – Regular contact with various levels of staff or other departments, furnishing or obtaining information. Contact may involve discussion of controversial issues; or contacts with external people where improper handling may affect results but the primary responsibility rests with the next higher level of supervision.
- **Supervision Provided** – No supervision or development exercised over any employees.
- **Environment & Use of Equipment Machinery** – Somewhat undesirable working conditions. Frequent exposure to noise, dust, chemicals, and/or heat, etc. or some other undesirable element.
- Demonstrated expertise and proficiency with basic office computer software, e.g. word processing, excel spreadsheets and email. Expertise with trial management software such as ARM is a plus. Ability to train others.
- Ability to learn and to follow directions without direct oversight.
- Ability to work well with peers and management personnel.
- Good verbal and written communication skills.
- Ability to operate and train personnel in the proper use of lab equipment.
- Treats all Team members and customers with dignity, respect and courtesy.

Our Essential Values:

- **OUR Team – ONE Company:** We embrace that we are in this together and take 100% responsibility for our relationships with others.
- **We Honor OUR Commitments:** Integrity is at the core of everything we do. We do what we say we will do!
- **We Have the Right Conversations:** We hold ourselves and others accountable to be courageous and have the RIGHT conversation with the RIGHT person at the RIGHT time about the RIGHT thing.
- **Our Customers' Success is Our Success:** We understand that without our customers, we are no longer in business and serve them better than anyone else can.

Essential Functions and Responsibilities:

People

- Actively participates in promoting, supporting, and enhancing our Core Purpose, Core Values and Company Culture
- Maintains a positive work atmosphere by acting and communicating in a manner that promotes cooperation with customers, collaborators, vendors, team members and management.
- Fully engaged and is an active participant in the BioWorks Coaching Program.

Strategy

- As a member of the R&D team, assists with the execution of BioWorks strategic direction.
- Plans & executes greenhouse and laboratory-based bioassays.
- Increase BioWorks' internal research capabilities by evaluating new testing methods, new testing equipment and new bioassay options.
- Communication directly with internal and external stakeholders to set trialing expectations, establish protocols and transfer results.
- Obtain trial data to support label and marketing initiatives.
- Ability to translate trial results to commercial value propositions or value propositions to trial protocols is a plus.

Execution

- Shorten time from initial request to delivery of trial results on bioinsecticides, biofungicides, and biostimulants.
- Produce reliable replicated trial reports that meet registration requirements in California, Canada, and Mexico.
- Establish a strong network of collaborators in Florida and nation-wide to source microbes, insects, and plant material for trials.
- Work closely with internal and external stakeholders to design trials with appropriate rates, methods, and timing.

Cash

- Fully embraces and participates in Great Game of Business ("GGOB"), Scaling Up and all strategies and activities related to financial transparency and information sharing, including timely updates to revenue (if applicable), expenses, and EBITDA goals.
- Manages expenses within budget for Gainesville operations.

Performance KPIs

- Commercialize at least one product from Gainesville program per year.
- Provide trial data summaries within 2 weeks of trial completion, and make commercialization recommendations
- More than >80% time spent on R&D projects.
- At least 20% in BioWorks revenue growth year-over-year from newly developed products.

PHYSICAL ACTIVITY CHART – XXXXXXXXXXXXXXXX

ACTIVITY	OCCASIONALLY REQUIRED	FREQUENTLY REQUIRED	JOB RESPONSIBILITIES that require physical demands
Standing	X		Talking and presenting to customers in their environments (labs, fields, greenhouses, etc.), BioWorks personnel and channel partners. Washing research equipment,
Walking	X		Working with internal and external customers to resolve and understand issues and needs
Sitting		X	Computer and phone duties
Carrying		X	Laptop, luggage, Technical equipment and files. Pots, plant material, soil, greenhouse equipment.
Handling		X	Files, product samples, biopesticides, potting up soil and plants, assembling and maintaining greenhouse equipment.
Speaking		X	Interaction with customers and internal customers
Hearing		X	Speaking with peers, consultants, regulatory personnel and internal customers in person and on phone
Seeing		X	Computer work, analysis, forms, reports
Color Vision	X		Review of labels, applications, forms
Repetitive Motion		X	Keying and mouse for computer