



JOB DESCRIPTION

Title: Research Associate (Plant Pathology)

Date Last Modified: 10/30/24

Department:	R&D	Classification:	Non-exempt
Supervisor:	R&D Lead	Grade:	Q
Status:	Regular, Full Time (on-site)		
Schedule:	Weekdays: 8 AM – 5 PM (including lunch break).		
Salary Range:	Min: \$53,795.66	Mid: \$64,571.94	Max: \$75,369.63

Position Objective:

The Research Associate (Plant Pathology) at BioWorks plays a critical role in driving the company's research and development initiatives by leading plant pathology projects and contributing to broader R&D efforts. This role is responsible for designing, supervising, and executing lab and greenhouse trials to screen products against plant pathogens. The Research Associate ensures the effectiveness and relevance of these trials, delivering high-quality results that align with BioWorks' strategic goals. In addition to leading plant pathology efforts, the Research Associate will collaborate across the R&D organization, supporting various projects as needed to foster innovation and the growth of scientific capabilities within the team. Other duties as assigned.

The Research Associate is responsible for:

- Growth and development of R&D scientific research capabilities, in alignment with BioWorks' growth strategy, core values, and culture.
- Safety in the R&D labs.
- The quality and productivity of delivery on technical objectives, leveraging subject matter knowledge and expertise in experimental design, execution, and analysis of results.
- Establishing effective professional relationships between R&D and the Technical Service, QA/QC and Manufacturing teams.
- Managing external collaborations.
- Collaboration with the Director of Product Development and R&D Lead to determine next steps on projects and lead R&D efforts to deliver on those projects.
- Direct collaboration with Marketing to ensure R&D efforts are directed toward projects critical to the success of BioWorks.
- Being the on-site expert on plant pathology and plant nutrition.

Essential Qualifications, Education, Experience, Skills:

- Education – MS in Plant Pathology, Plant Physiology, Nematology, or related agricultural field.
- Experience – 2+ years working in a commercial research laboratory/greenhouse, with the ability to maintain plant pathogen colonies for biofungicide product screening.
- Complexity of Work & Decision Making – A variety of non-routine duties, not necessarily related, that require considerable judgement to work independently. Can devise new methods, adapt or change standard procedures to meet new conditions, and make decisions guided by precedent and within established policies.
- Accountability – Objective is defined but the how is defined by broad and varying policies, procedures, rules or precedents.
- Consequence of Errors – Probable errors difficult to detect and may have adverse effect on outside or customer relationships. Work may not be subject to audit or check and involves considerable accuracy and responsibility.
- Customer Interactions – Outside and/or inside contacts involving carrying out organizational policies and programs and influencing others, where improper handling will have marked effect on operating results. Contacts may involve dealing with people of substantially higher rank on matters requiring explanation, discussion. Persuasion and obtaining approvals. Considerable tact is required.
- Environment & Use of Equipment Machinery – Normal office working conditions with occasional exposure to noise, dust, and/or heat, etc. or some elements present that makes conditions less than desirable than usually found in an office. Operates complex lab/biological equipment.
- Dependable, Productive, High Quality, Proper Attitude.
- Team player.
- Demonstrated expertise and proficiency with basic office computer software, e.g. word processing, excel spreadsheets and email. Ability to train others. Proficiency in statistical analysis tools and data management highly preferred.
- Ability to learn and to follow directions.
- Ability to work well with peers and supervise personnel.
- Good verbal and written communication skills.
- Ability to operate and train personnel in the proper use of lab equipment.

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.
- Participates in regular coaching with supervisor.

Strategy & Execution:

- Is a subject matter expert on a scientific/technical field essential to the successful discovery, development and support of biological crop-protection products, specifically biofungicides.
- Is responsible for aligning research activities with the strategic priorities of BioWorks.
- Coaches and trains technicians, as available, in scientific principles and procedures.
- Collaborates directly with internal resources (Technical Services, Sales, Marketing, etc.) to establish the best execution plan for projects.
- Expands BioWorks' internal capabilities by designing and validating new testing methods, new testing equipment and new bioassays.
- Communicates with third party organizations to obtain equipment or organisms necessary to complete project goals.
- Collaborates with academic centers of influence to advance strategic objectives and promote the scientific reputation of self and of BioWorks.

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.
- Assists the Director of Product Development and the R&D Lead in creating and maintaining budget in alignment with BioWorks' needs and priorities.
- Defines purchasing requirements to support internal R&D projects and equipment needed to align with the R&D strategic direction.
- Work directly with lab supply vendors to establish supply and pricing.
- Fully embraces *Great Game of Business ("GGOB"), Scaling Up* and all other activities related to financial transparency and information sharing.

Physical Demands:

- Ability to lift 25kg, 5kg repetitively
- Stamina/endurance to perform physical functions of job throughout the day
- Computer keying repetitive motions
- Possible eye strain
- May require flexibility in scheduling to satisfy project and customer needs

PHYSICAL ACTIVITY CHART

ACTIVITY	OCCASIONALLY REQUIRED	FREQUENTLY REQUIRED	JOB RESPONSIBILITIES that require physical demands checked
Standing		X	Greenhouse, Field, Lab, Manufacturing, Office Areas
Walking		X	Greenhouse, Field, Lab, Manufacturing, Office Areas
Sitting		X	Greenhouse, Field, Lab, Manufacturing, Office Areas
Lifting	X		Greenhouse, Field, Lab, Manufacturing, Office Areas
Carrying	X		Greenhouse, Field, Lab, Manufacturing, Office Areas
Pushing	X		Greenhouse, Field, Lab, Manufacturing, Office Areas
Pulling	X		Greenhouse, Field, Lab, Manufacturing, Office Areas
Climbing	X		Greenhouse, Field, Lab, Manufacturing, Office Areas
Balancing	X		Greenhouse, Field, Lab, Manufacturing, Office Areas
Stooping	X		Greenhouse, Field, Lab, Manufacturing, Office Areas
Kneeling	X		Greenhouse, Field, Lab, Manufacturing, Office Areas
Crouching	X		Greenhouse, Field, Lab, Manufacturing, Office Areas
Reaching		X	Greenhouse, Field, Lab, Manufacturing, Office Areas
Handling		X	Greenhouse, Field, Lab, Manufacturing, Office Areas
Speaking		X	Greenhouse, Field, Lab, Manufacturing, Office Areas
Hearing		X	Greenhouse, Field, Lab, Manufacturing, Office Areas
Seeing		X	Greenhouse, Field, Lab, Manufacturing, Office Areas
Depth Perception		X	Greenhouse, Field, Lab, Manufacturing, Office Areas
Repetitive Motion		X	Greenhouse, Field, Lab, Manufacturing, Office Areas