



JOB DESCRIPTION

Title: R&D Research Scientist

Date Last Modified: Original

Department:	R&D	Classification:	Exempt
Supervisor:	R&D Lead	Grade:	TBD
Status:	Regular, Full Time	EEO Group:	

Position Objective:

- The R&D Research Scientist supports BioWorks' goals and objectives by creating, supervising, and delivering on R&D research activities and by developing the scientific skills and capabilities of the R&D organization. The Research Scientist is directly responsible for the results, effectiveness, and outcomes of assigned projects and initiatives, thus ensuring that results align with the strategic priorities of BioWorks.

The R&D Research Scientist 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 R&D Director 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.

Essential Functions and Responsibilities:

People:

- Is responsible for promoting and enhancing our Core Purpose, Core Values, and Company Culture.
- Consistently demonstrates and models BioWorks' Core Purpose and Values every day.
- Coaches and trains technicians in scientific principles, procedures and subject matter expertise.
- Participates in regular coaching with supervisor.
- Maintains a positive work atmosphere by acting and communicating in a manner that promotes cooperation with customers, collaborators, co-workers, and management.

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.

- Is responsible for aligning research activities with the strategic priorities of BioWorks.
- Coaches and trains technicians in scientific principles and procedures.
- Performs project tasks alongside technicians as needed.
- 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:

- Assists the Director of R&D 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.

Essential Qualifications, Education, Experience, Skills:

- Education – Ph.D in Plant Pathology, Plant Physiology, Entomology, Soil Science, Nematology, Microbiology, Fermentation Science, or related agricultural field.
- Experience – 2+ years working in a research laboratory/greenhouse and/or academic environment. An MS degree with 5+ years professional experience also will be considered.
- 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.
- Supervision Provided – Oversight of 0-2 R&D team members. Performs the same or directly related work as team members.
- 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.

Essential Values & Guiding Principles: (for all employees; all of equal importance)

- OUR TEAM, ONE COMPANY
- WE HONOR OUR COMMITMENTS
- WE HAVE THE RIGHT CONVERSATIONS
- OUR CUSTOMERS' SUCCESS IS OUR SUCCESS

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

At BioWorks we value our culture of inclusiveness. We are a team that encourages and supports the diverse talents and contributions of each team member knowing that this fuels our innovation in the products and services that we provide to our customers and community.

PHYSICAL ACTIVITY CHART – Lab Team Lead

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

