Classification Specification for Unclassified Service

Title: Principal Research Associate
(Broadband)

Pay Scale Group: 00 R

Essential Function
Applies professional knowledge, skills, and training to help conduct experimental research work in a particular discipline; serves as principal researcher.

Characteristic Duties
Serves as an expert in most conventional aspects of experimental research studies of a particular discipline;
Organizes, executes, and controls laboratory projects and research studies;
Manages laboratory projects and research studies;
Organizes and executes complex and varied experimental activities;
Establishes test controls, criteria and research standards;
Develops set-up, verifies new procedures, and modified current experiments in the laboratory;
Evaluates innovative techniques;
Designs complex data processing systems to analyze research data;
Researches project/study approach options and plans best course of action;
Ensures timeliness and integrity of research;
Serves as lead resource for dealing with challenging technical issues; serves as recognized mentor and technically credible role model to junior staff;
May coordinate work of technicians and other support staff.

Minimum Qualifications
Bachelor's degree in a profession/field or equivalent level of knowledge.

Knowledge/Experience
Entry level professional that demonstrates understanding of research fundamentals (e.g. testing and evaluating procedures, data validation and interpretation) and knows fundamental concepts of particular field or research

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discipline. Manages complex projects/studies; applies expertise to develop research protocols; provides formal technical and/or functional direction to other professionals; advances the research effort through contributions to publication and presentations. **To Progress Through This Level:** Demonstrates expert professional capabilities and project/study leadership; possesses a compelling “track record” of successful, complex assignments, accomplished with independence and creativity.

**Communication:**

Contributes material for reports, publications, journal articles, abstracts and grants; discusses relevant insights about experimental results and provides useful recommendations and analysis.

**Interaction with Others**

Manages research teams within one’s research discipline; instructs/teaches others.

**Work Complexity**

Makes critical contributions to managing and solving complex, and/or large technical challenges; takes a comprehensive approach to identify problems understanding implications, and creating solutions that support overall project/study progress and success.

**Guidance & Supervision Received**

Independently performs assignments based on general guidance from management; informs management of progress as scheduled and/or on a need-to-know basis.