



THE UNIVERSITY OF NORTH CAROLINA WILMINGTON

Research Technician *Competency Profile*

DESCRIPTION OF WORK:

Positions in this banded class support experimental processes in a laboratory, clinic, field and /or teaching environment (hereafter referred to as “laboratory”). Work requires knowledge of applicable laboratory procedures, tests, techniques and terminology. The range of duties includes, but is not limited to: conducting experiments, collecting and summarizing data, and providing proper laboratory/study subject care. Employees at the journey and advanced levels may serve as a lead worker.

Competencies	Definition
Knowledge – Technical	Ability to achieve a high level of technical skill or knowledge in a specific technical area(s) and to keep up with current developments and trends in areas of expertise. Skill may be acquired through academic, apprenticeship, internship or on-the-job training or a combination of these. Technical knowledge is used to perform duties that include standardized or specialized procedures and includes the ability to operate instruments and equipment.
Operations – Research Support	Ability to follow instructions through a standard work process and perform routine or repetitious tasks; checks work for accuracy before completion of tasks. Skill to support scientific research by assisting in experiments, procedures, and/or tests which requires mental concentration, visual attention and extensive manipulative skills to comply with research protocol.
Data Collection	Ability and skill to observe, monitor, collect and record data to assess accuracy, validity and integrity of data.
Laboratory/Subject Care	Ability and skill to provide care for study subject (e.g. patients, animals, plants or environmental variables) within research protocol, including maintaining optimal conditions to prevent disease and contamination; ability to work with study subjects in an ethical manner.

HR Form Note: This is a generalized representation of positions in this class and is not intended to reflect essential functions per ADA. Examples of competencies are typical of the majority of positions, but may not be applicable to all positions.

Competency	Contributing	Journey	Advanced
<p>Knowledge – Technical - Ability to achieve a high level of technical skill or knowledge in a specific technical area(s) and to keep up with current developments and trends in areas of expertise. Skill may be acquired through academic, apprenticeship, internship or on-the-job training or a combination of these. Technical knowledge is used to perform duties that include standardized or specialized procedures and includes the ability to operate instruments and equipment.</p>	<p>Basic knowledge, skill and general understanding to perform standard duties related to the research.</p> <p>Knowledge and skills required to use instrumentation and equipment.</p>	<p>General knowledge of applicable area of science to perform laboratory procedures and tests in support of research protocol.</p> <p>Knowledge and skills to adjust and calibrate instrumentation and equipment as needed with limited supervision.</p>	<p>Specific knowledge in area of science related to the research project(s) essential to perform a variety of procedures.</p> <p>Knowledge and ability to independently operate and/or maintain instrumentation, equipment and/or software used for research objectives.</p>
<p>Operations – Research Support - Ability to follow instructions through a standard work process and perform routine or repetitious tasks; checks work for accuracy before completion of tasks. Skill to support scientific research by assisting in experiments, procedures, and/or tests which requires mental concentration, visual attention and extensive manipulative skills to comply with research protocol.</p>	<p>Prepares standard chemical solutions and/or research specimens for testing.</p> <p>Observes, measures and prepares subjects (e.g. patients, animals, plants or environmental variables) and test variables as specified in the research protocol.</p>	<p>Conducts routine tests, procedures or sampling dictated by the research protocol with limited supervision.</p> <p>Assists in the layout and maintenance of subject environment.</p> <p>Mixes and/or applies chemicals and/or other materials.</p>	<p>May independently perform and/or assist in specialized research procedures, tests or minor animal surgery.</p> <p>Independently prepares and maintains the layout of subject environment.</p> <p>Calculates appropriate quantities of chemicals to ensure they are properly mixed and applies.</p>
<p>Data Collection - Ability and skill to observe, monitor, collect and record data to assess accuracy, validity and integrity of data.</p>	<p>Observes, collects and records a variety of data ensuring quality of data collection.</p>	<p>Organizes and tabulates data, ensures quality control of data collection.</p>	<p>Identifies and reports variations or discrepancies in the data; organizes and prepares data for analyses.</p> <p>Provides preliminary summary of experiments, procedures and tests.</p>

Competency	Contributing	Journey	Advanced
<p>Laboratory/Subject Care - Ability and skill to provide care for study subject (e.g. patients, animals, plants or environmental variables) within research protocol, including maintaining optimal conditions to prevent disease and contamination; ability to work with study subjects in an ethical manner.</p>	<p>Provides routine care and maintenance of study subjects.</p> <p>Prepares study subject for experimental procedures.</p> <p>Applies and maintains sanitation and safety procedures.</p>	<p>Provides general care (e.g. Chemical treatments, medicines, diets) for research subject according to established protocol and instructions; observes study subject reactions.</p> <p>Performs minor repairs and operates equipment and instruments in support of research laboratory, field, or clinical programs with limited supervision.</p> <p>Maintains inventory of equipment, supplies and related research materials.</p>	<p>Provides specialized care or chemical treatments according to established protocols; monitors and reports study subject reactions.</p> <p>Ensures compliance with sanitation and safety procedures by others.</p> <p>Independently performs minor repairs and operates equipment and instruments in support of research laboratory, field or clinical programs.</p> <p>Identifies, tracks and reports variations or discrepancies in inventory used in laboratory; may distribute supplies.</p> <p>Coordinates tests, procedures and experiments.</p>
<p>Training and Education</p>	<p>Minimum Training and Education at the entry level: combination of training and experience required to perform the duties and responsibilities of the position.</p>		
	<p>Contributing</p> <p>High School or related knowledge and experience to performed assigned duties; Ability to acquire special certifications.</p>	<p>Journey</p> <p>High School and two years of directly related experience required to perform the assigned duties or equivalent combination of education and training and appropriate certifications.</p>	<p>Advanced</p> <p>4-year college degree and appropriate certifications or equivalent directly related experience required to perform the assigned duties.</p>

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Diplomas or degrees must be received from appropriately accredited institutions.