

Mission

To provide competitive, independent, investigative research and product development in: crop production; crop protection; food quality; environmental preservation, product stewardship, genetics and seeds.

Essential Duties and Responsibilities

- Assist in the design, planning, coordination, application, maintenance, evaluation and execution of laboratory and field studies in the area of Terrestrial Ecotoxicology to determine the potential effects of Agrochemicals, Biocides and Seeds/Traits on Terrestrial organisms, including non-target organisms such as pollinators.
- Assist with overseeing and/or prepare the study protocols, for field projects involving bees; coordinate field activities with field cooperators throughout the U.S., Canada , or other international locations during the study; and conduct any sample collection (e.g., pollen, nectar) or colony/hive assessments, etc. Ensure all field activities are properly conducted including: preparing the study notebook, collecting all required data, interpreting statistics, evaluating studies for regulatory acceptance, and preparing any interim or phase reports.
- Oversee and/or prepare the study protocols for laboratory projects involving bees or other non-target arthropods; perform and/or coordinate the laboratory activities relative to the contracted studies; collect all required data; and perform appropriate statistical analyses and interpret study results in accordance with regulatory guidance documents and/or good scientific practices.
- Provide technical direction to the various field cooperators and laboratory personnel in order to assure quality work and timely completion of the study.
- Ensure proper communications are maintained with the Study Sponsor throughout the study either via updates to the Study Director or Principal Investigator or directly to the Sponsor if assigned as the Study Director.
- Ensure laboratory, field and/or analytical reports for Study Sponsor are completed in a timely manner and make sure each is complete and suitable for submission to the appropriate regulatory agency.
- Ensure all Terrestrial projects are performed in accordance with client commitments, SOP's, and GLPs as required.
- Maintain awareness of new developments in the relevant sciences and of changes in regulatory guidelines and requirements related to agrochemical research and registration. Communicate to staff and management as necessary in order to remain current with Client's needs.

SynTech Research Key Expectations and Required Competencies

- **Mission and Values Driven** – Clearly understand the mission and values of SynTech Research to ensure all work performance aligns to the mission and values. All employees are expected to promote a “CAN DO” attitude and demonstrate a willingness to work in a professional and collaborative manner. Demonstrate a commitment to continuous learning and self-improvement.
- **Integrity, Ethics, and Collaboration** – Treat people with respect and individuality; do what you say; be fair and equitable in all interactions; be a good steward of company resources; and work effectively with others.

- **Safety** – Put safety first by anticipating and performing actions necessary to avoid hazardous work-related conditions which could result in injury, harm, or loss.
- **Leadership and Communication** – Inspire the trust of others; balance team and individual responsibilities; give and welcome feedback; exhibit objectivity and openness to others’ views; and contribute to holding each other accountable and building a positive team spirit. Write clearly and informatively; edit work to high standards of written presentation.
- **Adaptability, Flexibility, and Critical Thinking** – Effectively manage competing demands and is able to change course when new information becomes available. Identify and resolve problems in a timely manner; gather and analyze information skillfully; and develop alternative solutions.
- **Attention to Detail and Timely Follow-up** – Demonstrate thoroughness and accuracy in work activities through concern for all areas involved. Plan and prioritize work activities, use time efficiently to meet deadlines and provide timely follow-up for all issues.

Qualifications

The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of the job position.

Education and Experience:

- This position requires a minimum BS (preferable in entomology) or related Science degree with 7 years relevant experience, or MS with 5 years relevant experience, or PhD with 2 years of relevant experience. Relevant experience should include work with pollinators (e.g., bees).
- Three to seven years progressive experience in direct or indirect job responsibilities related to laboratory and/or field projects and including Study Director responsibilities.
- A proven history of excellence in client service, leadership, lab operations, field work, and study director role.
- Able to travel, required.
- Able to read, write, speak, and understand English while performing the job duties which require this ability, required. Competence in other languages preferred, but not required.

I have read and understand this written job description for the Research Scientist – Terrestrial Ecotoxicology, and believe I am fully capable of performing all listed requirements of this job position.

Employee signature

Date