

Job Description: Associate Field Research Biologist

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

The Associate Field Research Biologist is responsible for the duties and responsibilities of SynTech's Field Research Program at his or her Field Research location. Specific responsibilities include, but are not limited to, the following:

1. Work with the SynTech designated Global Account Manager(s) for designated areas of responsibility and Research Station Team Lead or Station Manager to develop, conduct, evaluate, and report various field research programs in his or her designated Field Station.
2. Participate as a team member in the designated field station programs which consists of laboratory, greenhouse, and field trials. Tasks include understanding field protocols and working with customers to ensure proper communication, excellence in quality, and on-time delivery of project deadlines.
3. Perform all tasks as required for each research trial, including site selection, planting of test crops, calibration of spray equipment, making pesticide and fertilizer applications, collecting crop and soil samples, and conducting evaluations of crops and pests.
4. Understand the GLP standards and how they apply to diverse types of regulated studies.
5. Accountable for following GLP standards, SOP's, and methods to ensure that the data is precise and accurate.
6. Inspect/monitor each GLP study to ensure the integrity of the study and determine that no deviations from approved protocols or Standard Operating Procedures (SOPs) were made without proper authorization and documentation.
7. Work with other disciplines such as Plant Pathology, Weed Science, Plant Growth Regulators, and Non-Target Arthropods / Pollinators.
8. All other duties as assigned by Field Station Team Lead and/or Station Manager.

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.

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- **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.
- **Communication** – Inspire the trust of others; balance team and individual responsibilities; give and welcome feedback; exhibit objectivity and openness to others' views; contribute to holding each other accountable and building a positive team spirit; put the success of team above own interests; ensuring the team is mobilized with the right material at the right place, and influencing people to take the right action at the right time. 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, uses 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 & Experience:** M.S. with 2 years or B.S. with 5 years of experience in the agricultural sciences (knowledge of plant protection, plant pathology, weed science, pesticide residue, agronomy, seed / traits is desirable) – required.
- **Computer Skills** – Proficiency in software applications needed to perform the essential duties of the job position.
- able to lift over 50 pounds;
- able to perform work duties in all day (in excess of 8 hours) exposure to heat, sun, dust, and all weather conditions associated with outdoor, field research work.

I have read and understand this written job description for the Associate Field Research Biologist, and believe I am fully capable of performing all listed requirements of this job position.

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Employee signature	Date
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