

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 Research Scientist and/or Team Lead in the design, planning, coordination, application, maintenance, evaluation and execution of laboratory studies in the area of Aquatics Ecotoxicology.
- Assist Research Scientist and/or Team Lead in ensuring all required organisms, supplies, and related activities are in place so that all study activities, as specified in the SOPs, protocol, and performed under GLPs, are completed successfully.
- Assist Research Scientist and/or Team Lead in ensuring all PI responsibilities are conducted in a manner that includes: preparing the study notebook and collecting all required data; keeping the Study Director up-to-date on all pertinent developments in the planning and conduct of the study; interpreting statistics and evaluating studies for regulatory acceptance; preparing reports as well as draft study protocols and draft study reports.
- Provide technical direction to Assistant Research Scientists laboratory personnel in order to assure quality work and timely completion of the study.
- May assist with Sponsor communications during study ensuring timely study updates to the Sponsor. Assist Research Scientist in ensuring laboratory, and/or analytical reports for Sponsors are completed in a timely manner and that they are complete and suitable for submission to the appropriate regulatory agency.
- Ensure all Aquatics projects are performed in accordance with Sponsor requirements, SynTech SOPs, and in accordance with GLPs as required.
- Responds to QAU findings and coordinates sample handling with the Sample Management group.
- May assume Study Director responsibilities for all aspects of a study including protocol preparation, data collection, data analysis and report preparation. Study Director responsibilities include ensuring regulatory acceptance of the study and for defending the study if challenged by a regulatory authority or Sponsor. The Study Director also provides study critical information to laboratory and the Sponsor Representative or Study Monitor in a timely manner. The Study Director also assists in schedule optimization.
- Maintain awareness of new developments in the relevant sciences and of changes in regulatory guidelines and requirements related to agrochemical research and registration. Communicate with staff and management as necessary in order to remain current with Sponsor'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 in related Science degree with at least 4 years of relevant experience, and/or MS with 3+ years of relevant experience, and/or PhD with minimal experience.
- One to five years progressive experience in direct or indirect job responsibilities related to Aquatics eEcotoxicology studies and Principal Investigator and/or Study Director duties.
- Experience in laboratory work, implementation of laboratory procedures, and testing methodologies, required.
- A proven history of excellence in client service, lab ecotoxicology testing and experience as a Principal Investigator and/or Study Director.

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

Employee signature _____ Date _____