

***Position***

SynTech is a global contract research company providing product efficacy testing to a wide range of customers. This position is to work both with a team and individually to cover all testing aspects on lab, greenhouse and field projects in the crop production and protection program at our Research Station in Sanger California.

***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***

- Responsible for effectively managing, recruiting, and assigning tasks to his/her team. The Research Biologist will communicate and update staff and other support groups while maintaining a cohesive team operation.
- Participate as a team member in the designated field station programs which consists of laboratory, greenhouse, and field trials. Tasks include understanding research protocols and working with customers to ensure proper communication, excellence in quality, and on-time delivery of project deadlines.
- Perform all tasks as required for each research trial, including site selection, calibration of spray equipment, making pesticide applications, collecting crop and soil samples, conducting evaluations of crops and pests, and writing final reports
- Learn GLP standards/guidelines, company's SOP's, and methods to ensure that the data is precise and accurate.
- Proven proficiency in documenting all research activity both on the computer and in paper notebooks.
- Demonstrated ability to perform as Principal Investigator by ensuring all PI responsibilities are conducted in a manner that includes: collecting all required data; keeping clients up-to-date on all pertinent developments in the planning and conduct of the study; interpreting statistics and, and preparing final reports.
- Be proactive in researching leading edge technology and procedures in such disciplines as Entomology, Plant Fertility, Plant Pathology, Weed Science, Plant Growth Regulators, and Non-Target Arthropods / Pollinators.
- Select sites for, and prepare and manage research plots to ensure that test crops are maintained and are healthy and vigorous
- All other duties as assigned by Field Station Team Lead and/or Station Manager.
- Schedule is determined based on business needs which may include some week-ends and/or Holidays.

***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** – Give and welcome feedback; exhibit objectivity and openness to others' views; contribute to holding each other accountable and build 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 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** – Bachelor's, Master's, and/or PhD degree in an agricultural science related field, required.
  - **Work Experience** – PhD with 3+ years experience, Master's degree with 5+ years experience and/or Bachelor's degree with 10+ years experience in an agricultural science related field with direct or indirect experience in agricultural sciences to include, knowledge of plant protection, plant pathology, weed science, pesticide residue, agronomy, and seed /traits, highly preferred.
  - **Skills/Proficiencies** – Proficiency with complex analysis; report writing; principal investigator duties and responsibilities; statistical analysis and interpretation of data; customer services skills required.
  - **Computer Skills** – Proficient computer skills with most current spreadsheet, database and word processing applications needed.
  - **Physical Requirements** –
    - Able to work in highly regulated, high pace environment.
    - Capable of wearing a respirator and able to perform work duties in summer time exposure to heat, sun, dust, and all weather conditions associated with outdoor, field research work.
    - Must be able to walk, stand 50 to 80% of the time, squat, bend, kneel, climb, push, pull, use hands; reach with hands and arms overhead; speak and hear effectively in team and/or one-on-one conversations.
  - **Language Requirements** – Able to read, write, and communicate in English fluently
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