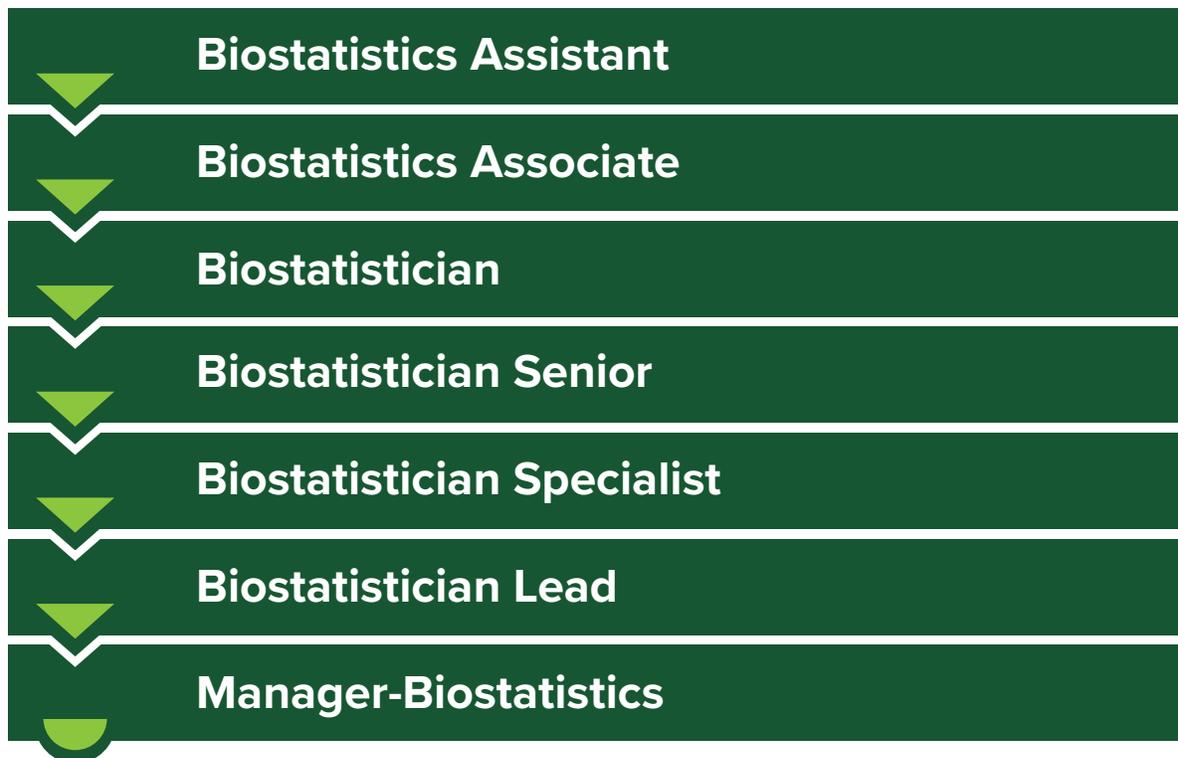


Biostatistics Career Ladder

The Biostatistics career ladder offers a structured pathway, as roles become available, for professionals to advance their careers in statistical analysis and data interpretation within the field of Biostatistics. Beginning as a Biostatistics Assistant, individuals gain foundational knowledge and support roles in data collection and analysis. Progressing to a Biostatistics Associate, they begin to apply statistical methods to more complex datasets, enhancing their skills and expertise. As a Biostatistician, professionals take on greater responsibility, independently designing and analyzing studies. At the Biostatistician Senior level, they lead more advanced projects and mentor junior team members. The Biostatistician Specialist role recognizes deep expertise in specialized areas, while the Biostatistician Lead role focuses on overseeing projects, guiding teams, and ensuring the quality of statistical work. Finally, the Manager-Biostatistics position offers the opportunity to manage biostatistics teams, shape strategy, and contribute to the overall direction of research and data analysis initiatives. This career ladder provides opportunities for growth, technical development, and leadership within the field of biostatistics.



Click on a job title above for additional information.

Biostatistics Assistant

The Biostatistics Assistant is an entry level role that supports the biostatistics team by performing data entry, conducting basic statistical analyses, and generating routine reports under close supervision. This position focuses on acquiring foundational knowledge and skills in biostatistics, including familiarity with statistical software and data management techniques. The assistant plays a crucial role in maintaining data integrity and provides essential support to more experienced team members, helping to ensure smooth project workflows and accurate data handling.

EDUCATION/ EXPERIENCE: Bachelor's degree in a related field and one (1) year of related experience required. Work experience may NOT substitute for education requirement.

GRADE: W.G345

FLSA STATUS: Exempt

REMOTE/HYBRID: Eligible

CAREER LEVEL: Individual Contributor

Biostatistics Associate

The Biostatistics Associate is an intermediate role that independently conducts standard statistical analyses, assists with the preparation of statistical sections of study protocols, and collaborates with researchers to interpret and present data findings. With increased responsibility, the associate ensures data accuracy, contributes to the design and implementation of studies, and begins developing specialized expertise in biostatistical methods. This role plays a significant role in drafting reports, preparing manuscripts for publication, and may start to oversee the work of biostatistics assistants.

EDUCATION/ EXPERIENCE: Master's degree in a related field and two (2) years of related experience OR Bachelor's degree in a related field and four (4) years of related experience required. Work experience may NOT substitute for education requirement.

GRADE: W.G355

FLSA STATUS: Exempt

REMOTE/HYBRID: Eligible

CAREER LEVEL: Individual Contributor

Biostatistician

The Biostatistician uses Statistical Analysis Software (SAS) in the creation of programs for complex data manipulation, preparation of analytic data sets, statistical analyses, data management and quality assurance. The Biostatistician prepares tables for reports, manuscripts and presentations as needed. The role strategizes and consults with researchers on epidemiology design, analysis, graphing procedures and the sequential procedures to develop the programs for their final analytic data sets or statistical results. The Biostatistician meets with researchers and works with little or no supervision. The Biostatistician also documents and summarizes work for project reports and to define systematic programming procedures. In addition, this role checks and verifies the work of other less experienced programmers and occasionally presents results of analyses at project meetings. This role works with multiple researchers in various schools at UAB and other universities.

**EDUCATION/
EXPERIENCE:** Master's degree in a related field and two (2) years of related experience OR Bachelor's degree in a related field and four (4) years of related experience required. Work experience may NOT substitute for education requirement.

GRADE: W.G365

FLSA STATUS: Exempt

REMOTE/HYBRID: Eligible

CAREER LEVEL: Individual Contributor

Biostatistician Senior

The Biostatistician Senior role is highly experienced in designing large-scale studies, developing innovative statistical methodologies, and ensuring the integrity of data analysis. This position has a substantial impact on research outcomes and requires high discretion and autonomy in decision-making. Seniors are responsible for guiding the statistical strategy of major projects, providing expert consultation to research teams, and ensuring compliance with regulatory and ethical standards. May lead collaborations with other departments and external organizations, contributing significantly to the advancement of scientific knowledge.

**EDUCATION/
EXPERIENCE:** Doctorate degree in a related field and three (3) years of related experience OR Master's degree in a related field and five (5) years of related experience OR Bachelor's degree in a related field and seven (7) years of related experience required. Work experience may NOT substitute for education requirement.

GRADE: W.G375

FLSA STATUS: Exempt

REMOTE/HYBRID: Eligible

CAREER LEVEL: Individual Contributor

Biostatistician Specialist

The Biostatistician Specialist utilizes advanced expertise to oversee specialized statistical analyses, mentors junior staff, and contributes to high-impact research projects. This role demands significant independent judgment and the ability to lead specific biostatistical components of large studies. Specialists often develop new statistical methodologies, address complex data challenges, and ensure the robustness and accuracy of statistical results. Plays a critical role in the interpretation of study findings and the development of innovative solutions to statistical problems.

EDUCATION/ EXPERIENCE: Doctorate degree in a related field and three (3) years of related experience OR Master's degree in a related field and five (5) years of related experience OR Bachelor's degree in a related field and seven (7) years of related experience required. Work experience may NOT substitute for education requirement.

GRADE: W.G375

FLSA STATUS: Exempt

REMOTE/HYBRID: Eligible

CAREER LEVEL: Individual Contributor

Biostatistician Lead

The Biostatistician Lead is a team lead role that coordinates biostatistical efforts across multiple projects, leads a team of statisticians, and ensures methodological rigor. Plays a key role in strategic planning, project management, and the integration of statistical analyses into research programs. The Lead has increased responsibility for mentoring and overseeing the work of junior staff, developing and implementing departmental policies, and driving the continuous improvement of biostatistical practices. Is pivotal in fostering a collaborative environment and ensuring the alignment of biostatistical activities with organizational goals.

EDUCATION/ EXPERIENCE: Doctorate degree in a related field and three (3) years of related experience OR Master's degree in a related field and five (5) years of related experience OR Bachelor's degree in a related field and seven (7) years of related experience required. Work experience may NOT substitute for education requirement.

GRADE: W.G385

FLSA STATUS: Exempt

REMOTE/HYBRID: Eligible

CAREER LEVEL: Emerging Leader

Manager-Biostatistics

The Manager-Biostatistics is a functional manager role that oversees the entire biostatistics department, sets strategic goals, manages budgets, and ensures the delivery of high-quality statistical support. This position requires significant leadership skills, extensive experience, and the ability to make high-level decisions impacting the organization's research direction. The Manager is responsible for staffing, performance evaluations, and professional development of the biostatistics team. They ensure compliance with regulatory requirements, represent the department in executive meetings, and contribute to the strategic planning of research initiatives. Their role is crucial in aligning biostatistical efforts with the broader objectives of the organization and driving innovation in statistical methodologies.

EDUCATION/ EXPERIENCE: Doctorate degree in a related field and five (5) years of related experience OR Master's degree in a related field and seven (7) years of related experience OR Bachelor's degree in a related field and nine (9) years of related experience required. Work experience may NOT substitute for education requirement.

GRADE: W.G405

FLSA STATUS: Exempt

REMOTE/HYBRID: Eligible

CAREER LEVEL: Functional Manager