

Research Scientist Career Ladder

The Research Scientist career ladder offers a structured pathway, as roles become available, for professionals pursuing a career in scientific research, with opportunities for growth and specialization at every stage. Starting as a Research Scientist, individuals contribute to innovative projects and advance their expertise in research methodologies. As they progress to Research Scientist Senior, they take on more complex tasks and begin to lead research efforts. At the Research Scientist Specialist level, individuals are recognized for their deep expertise and ability to drive cutting-edge research in specific domains. The Research Scientist Lead role emphasizes leadership, where professionals guide teams and shape the direction of research initiatives. Finally, the Manager-Research Scientist position provides an opportunity to oversee research operations, manage teams, and contribute to strategic decisions that impact organizational goals. This career ladder provides a dynamic environment for researchers to grow both in technical skills and leadership capabilities.



Click on a job title above for additional information.

Research Scientist

A Research Scientist conducts advanced studies in a specific field, applying specialized knowledge to drive research projects. This role involves data analysis, interpretation of results, and contribution to scientific literature. The position requires collaboration with peers and adherence to established protocols, with moderate autonomy and responsibility for project deliverables. Depending on the research focus, this position may involve research collaborator contact, research animal contact, and/or specimens.

EDUCATION/ EXPERIENCE: Doctorate degree in a related field and one (1) year of related experience OR Master's degree in a related field and three (3) years of related experience OR Bachelor's degree in a related field and five (5) years of related experience required. Work experience may NOT substitute for education requirement.

GRADE: W.G380

FLSA STATUS: Exempt

REMOTE/HYBRID: Eligible

CAREER LEVEL: Individual Contributor

Research Scientist Senior

A Research Scientist Senior oversees substantial research projects, providing expert guidance and ensuring rigorous scientific standards. This role involves a broader scope of responsibility, including project management, cross-functional collaboration, and securing funding through grant proposals. Senior scientists exercise considerable discretion in research decisions and play a pivotal role in shaping the research agenda. Depending on the research focus, this position may involve research collaborator contact, research animal contact, and/or specimens.

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.G395

FLSA STATUS: Exempt

REMOTE/HYBRID: Eligible

CAREER LEVEL: Individual Contributor

Research Scientist Specialist

A Research Scientist Specialist delves deeper into niche areas within their field, leading complex research initiatives and developing innovative methodologies. This role demands a higher level of expertise and independent judgment in experimental design and problem-solving. Specialists often mentor junior scientists, contributing significantly to strategic research directions and publishing influential findings. Depending on the research focus, this position may involve research collaborator contact, research animal contact, and/or specimens.

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.G395

FLSA STATUS: Exempt

REMOTE/HYBRID: Eligible

CAREER LEVEL: Individual Contributor

Research Scientist Lead

A Research Scientist Lead takes on an emerging leadership role, managing a team of scientists and coordinating large-scale research programs. This position combines scientific expertise with leadership skills, driving project execution, fostering innovation, and ensuring alignment with organizational goals. Leads have significant impact on strategic planning and resource allocation, with high levels of responsibility and independent judgment. Depending on the research focus, this position may involve research collaborator contact, research animal contact, and/or specimens.

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 related field and seven (7) years of related experience required. Work experience may NOT substitute for education requirement.

GRADE: W.G410

FLSA STATUS: Exempt

REMOTE/HYBRID: Eligible

CAREER LEVEL: Emerging Leader

Manager-Research Scientist

A Manager-Research Scientist functions as a functional manager, overseeing large to multiple research teams and ensuring the successful execution of the department's research strategy. This role involves strategic decision-making, budget management, and high-level coordination with other departments. Managers provide visionary leadership, shaping the direction of research efforts and driving organizational growth through impactful scientific advancements. Depending on the research focus, this position may involve research collaborator contact, research animal contact, and/or specimens.

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 required. Work experience may NOT substitute for education requirement.

GRADE: W.G440

FLSA STATUS: Exempt

REMOTE/HYBRID: Eligible

CAREER LEVEL: Functional Manager