	Senior Scientist Job Description	SOP	Effective Date: 01/03/2022	Page: 1 of 3
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Job Title:	Senior Scientist	Department:	Research & Development
Supervisor:	Director of Research & Development	Employment Status:	<input checked="" type="checkbox"/> Full Time <input type="checkbox"/> Part Time
Work Location:	Oakdale, MN (onsite)	FLSA Classification:	<input checked="" type="checkbox"/> Exempt <input type="checkbox"/> Non- Exempt

Position Summary

The Senior Scientist will conceive, plan, design, and conduct advanced studies to support research and development. He/she will investigate and develop new procedures; summarize data and analyze results, independently formulate conclusions, and determine future experiments. He/she will act as a lead scientist and will interact/coordinate with other groups and functions to support the research and development of Veravas products.

Responsibilities List

- Apply advanced scientific knowledge to projects while following SOPs, GMPs and other industry require regulations.
- Apply quantitative methods: analyze data, evaluate results, form conclusions, and provide/implement process or document improvement.
- Independently design and execute a series of experiments to test hypotheses related to project outcomes.
- Conceive/design/plan/coordinate advanced independent and collaborative studies required for product research and development.
- Optimize assay conditions, improve product design and related processes and procedures, and troubleshoot technical issues.
- Analyze complex data critically by applying advanced computer skills.
- Collaborate cross-functionally with scientists, process scientists and R&D leadership to support research and development of products.
- Maintain complete and comprehensive records of testing and findings.
- Write summaries and reports. Assist with revisions to SOPs, laboratory records and other documentation as assigned.
- Present complex technical findings/conclusions and project status updates to internal partners.
- Actively participate in routine maintenance and lab safety as required by SOPs and testing procedures.
- Prioritize studies and activities to align with project goals and be responsible for timely project completion.
- Assist in the training/coaching of new scientists. Provide technical and scientific leadership to other team members.
- Maintain a high level of professional expertise by staying current with scientific and industry literature, technologies and products.
- Troubleshoot chemical methods and day to day operations and maintenance.
- Generate new product ideas consistent with division strategy.
- Perform other duties as assigned.

Education

A Ph.D. (or commensurate experience) in physical or life science, biology, biochemistry, genetics, chemistry, or a related field with 1+ years of post-doctoral experience OR Masters with a 4-5 years' industry experience OR BS with 6-8 years' industry experience required.

Experience

☐ N/A

5-7 years' In Vitro Diagnostics (IVD) industry experience a plus.
5-7 years' experience in clinical laboratory or related industry required.

Knowledge and Skills	<input type="checkbox"/> N/A
<ul style="list-style-type: none"> • Proven track record of successful independent and collaborative research. • Proven knowledge of proteins and antibodies required. • Proven knowledge of immunoassay or ELISA development required. • Ability to hypothesize, design own experiments, draw conclusions, and provide direction. • Proficiency in technical writing for data summary and technical reports. • Computer skills including word processing, spreadsheets, and instrumentation-related systems. • Strong analytical and quantitative skills. • Advanced skills in statistical analysis. • Troubleshooting abilities • Proven critical thinking and problem-solving skills • Ability to collaborate and communicate effectively within cross-functional teams • Solid communication, decision-making, and organizational skills • Experience with Lab instrumentation- spectrophotometers, pH meters, mass scales, HPLC, sizer instruments, centrifuges, ELISA readers, etc. • Ability to work in a fast paced, multi-tasking environment and maintain production and quality standards to meet aggressive turn-around requirement. • Ability to work additional hours outside the normal workday (i.e., evenings and weekends) to be able to meet tight deadlines • Ability to perform successfully under pressure while handling multiple projects with overlapping timelines. 	

Employee Core Values & Principles
<ul style="list-style-type: none"> • Coachable: Willing to keep learning and never stop improving. We believe when you stop learning, you stop growing. Our team members are always open to learning and desire constant improvement. • Team Player: Willing to speak up to help us play bigger. We work together and succeed together. We want our technology to reach the world, so we can't be afraid to stand up and speak up. • Get It Done – No Excuses: We expect to win and hate to lose. • Take Initiative: We are trail blazers and find our own path forward. We are working on cutting edge technology and are proud to be pioneers in our field. • All In to Make a Difference: The passion for our product keeps us going each day. The better we do our jobs, the faster we can make a difference in someone's life.


Travel Requirements	<input checked="" type="checkbox"/> N/A

Other Duties
Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

Work Environment and Physical Requirements	<input type="checkbox"/> N/A
Lab/office environment. Often standing, or prolonged periods of sitting at a desk and working on a computer.	

Training Assessment <i>(If requirements are not met by the individual filling the position, list all training requirements and attach evidence of training)</i>	<input checked="" type="checkbox"/> N/A
Completed By:	HR Department
Date:	01/03/2022

Employee signature below indicates the employee's understanding of the requirements, essential functions and duties of the position.	
Print Employee name assuming this position	

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Employee Signature		Date	
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The signed Job Description is to be maintained on file by HR and/or Department