MERCER
MAKE TOMORROW, TODAY

INTRODUCTION

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Job Matching Guidelines

1. Take a 'top down' approach: Start matching from the most senior positions for each department and then work down.
2. Each incumbent should be matched to only one position: If you have a hybrid position (for example HR and Administration Manager) that matches well to two or more of benchmark positions use the "majority rule".
3. Match on content, not on the title: Read the job descriptions in the *Job Catalogue* tab and compare them with your employee.
4. Match your incumbent to within 80-120% of the job description: Your incumbent may have slightly more or less responsibilities than is defined by the benchmark position.
5. Match to the role not to the person actually holding the position. Think of the role as if you were recruiting for this position; do not take in to account any special qualities your present employee may have.
6. Do not force matching: If there is no good match for your position, do not submit an entry for the role. No match is better than a wrong match.

Career Streams & Levels

Mercer's benchmark jobs are structured in Career Streams and Levels and it is possible to view them by these categories in our survey delivery tools (some might be unavailable in particular surveys). They are described in the table below.

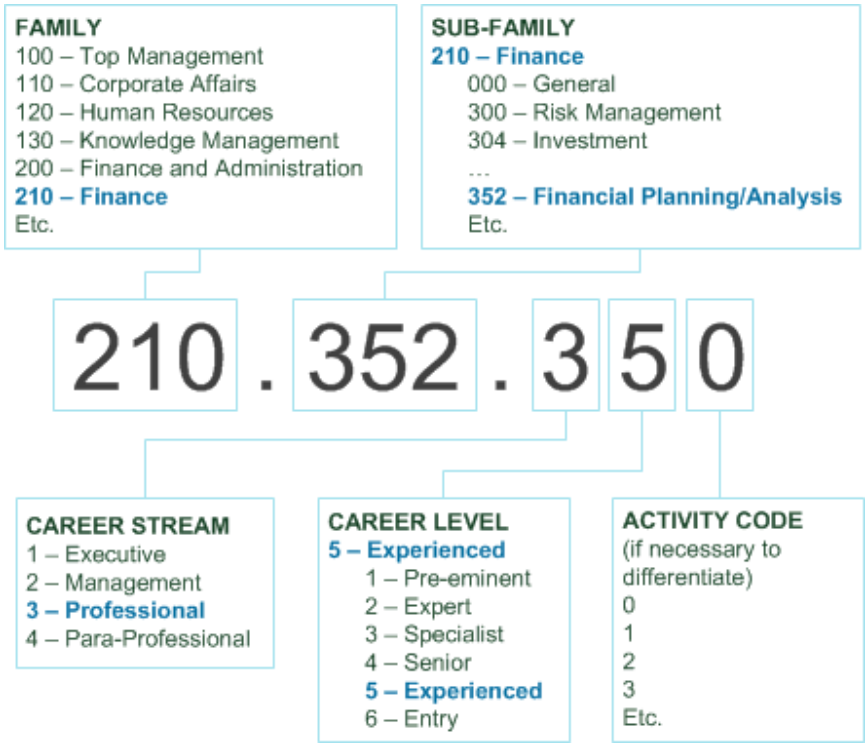
Career Stream & Level Codes	Career Stream	Career Level	Definition
11	Executive	Head of Organization	Leads an organization. Responsible for growth and diversification according to the company's overall vision, mission and values. Defines long-term strategic direction and monitors overall corporate results.
12	Executive	Function Head	Leads a business area or multiple sub-functions. Responsible for corporate business strategies with a longer-term focus. Provides medium-term strategic direction of functional areas. Integrates and coordinates lines of business or corporate staff function.
13	Executive	Sub-Function Head	Leads a sub-function or a corporate staff function. Provides short to medium-term tactical direction and operational oversight. May specify new products, processes and standards to support corporate strategies including the interpretation and application.
21	Management	Senior Manager	Manages within a nominated sub-function or related sub-functions; typically a highly experienced manager. Decisions tend to be more tactical and operational; geographic scope of operation tends to be at the country level. Typically accountable for budget.
22	Management	Manager	Managing teams with focus on policy and strategy implementation and control rather than development; short-term operational/tactical responsibilities.
23	Management	Team Leader (Professionals)	Leads/supervises a team of 2 or more professionals; first level manager of a work team that could comprise professionals, technical and/or administrative staff. Typically without budget or hire/fire authority. Focuses on mentoring, coaching, and coordination.
24	Management	Team Leader (Para-professional)	Leads/supervises a team of 2 or more para-professionals; first level manager of a work team that comprises para-professionals. Typically without budget or hire/fire authority. Focuses on mentoring, coaching, and coordination.
31	Professional	Pre-eminent	Individual contributor; superior in excellence; internationally recognized leader and contributor in field of expertise, speaks at national and international forums, contributes to the body of knowledge within area of expertise.

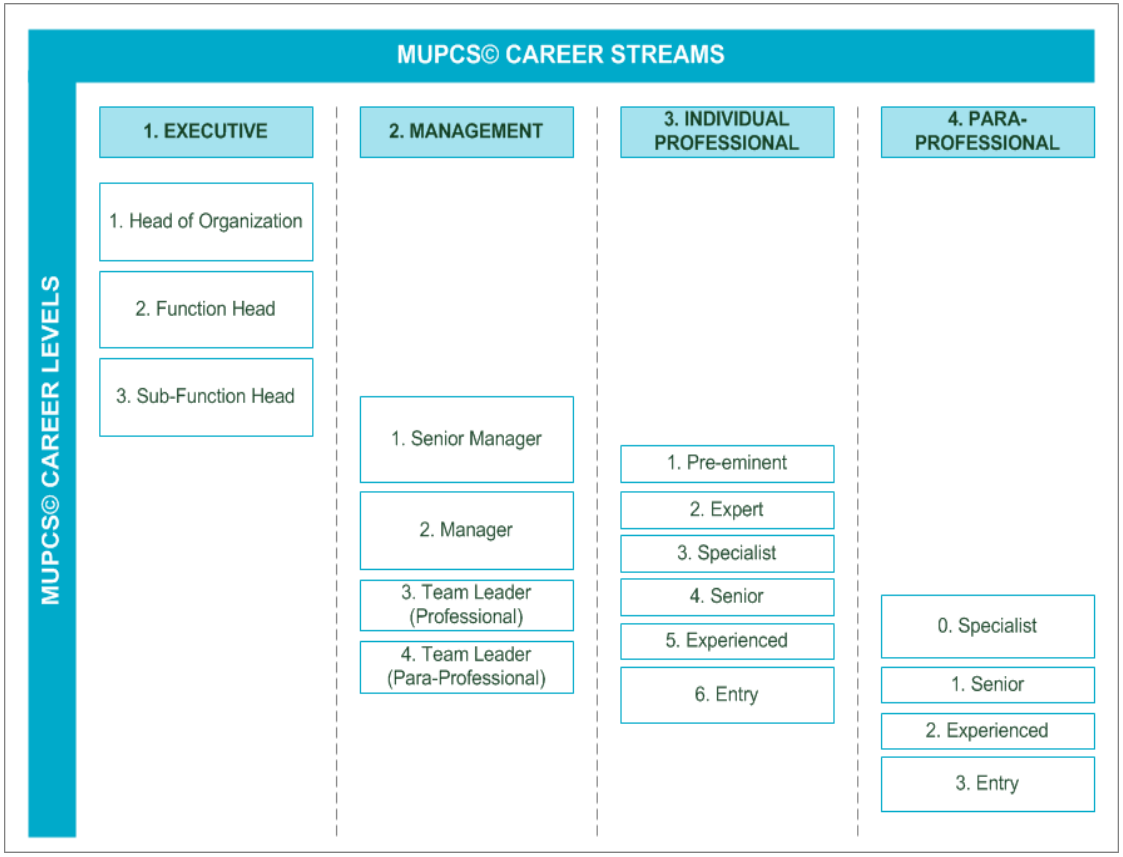
32	Professional	Expert	Individual contributor and acknowledged expert both within the organization as well as within other organizations. Typically participates in industry/knowledge reference groups. Involves mastery of a specialized discipline and thorough understanding of a number of disciplines. May also require development of new solutions for complex projects.
33	Professional	Specialist	Individual contributor with comprehensive knowledge in specific area. Ability to execute highly complex or specialized projects; adapts precedent and may make significant departures from traditional approaches to develop solutions.
34	Professional	Senior	Individual contributor that is fully proficient in applying established standards; knowledge acquired from several years of experience in particular area. Works independently; may instructor coach other professionals.
35	Professional	Experienced	Individual contributor that works under limited supervision. Applies subject matter knowledge; requires capacity to understand specific needs or requirements to apply skills/knowledge.
36	Professional	Entry	Individual contributor representing the most common entry point for this career stream; works under direct supervision.
40	Para-Professional	Specialist	Individual contributor with comprehensive knowledge in specific area. Ability to execute highly complex or specialized work. Knowledge acquired from several years of experience or specialist training in particular area. Works independently, applies standards yet adapts precedent and may make departures from established processes to resolve problems.
41	Para-Professional	Senior	Individual contributor that is fully proficient in applying established standards; knowledge acquired from several years of experience in particular area. Works independently; may instructor coach other para-professionals.
42	Para-Professional	Experienced	Individual contributor that works under limited supervision. Applies subject matter knowledge; requires capacity to understand specific needs or requirements to apply skills/knowledge.
43	Para-Professional	Entry	Individual contributor representing the most common entry point for this career stream; works under direct supervision.

What is MUPCS®?

Mercer Universal Position Coding System (MUPCS®) is a systematic position coding structure, based on information that helps define a position. It might be easier to refer to a 9 digit code than to full position title.

The code consists of:
- 3 digit Family code
- 3 digit Sub-Family code
- 1 digit Career Stream code
- 1 digit Career Level code
- 1 digit job differentiator (if more than one job falls into the same combination of the above)




MUPCS© CAREER STREAMS
MUPCS© CAREER LEVELS
1. EXECUTIVE
2. MANAGEMENT
3. INDIVIDUAL PROFESSIONAL
4. PARA-PROFESSIONAL
1. Head of Organization
2. Function Head
3. Sub-Function Head
1. Senior Manager
2. Manager
3. Team Leader (Professional)
4. Team Leader (Para-Professional)
1. Pre-eminent
2. Expert
3. Specialist
4. Senior
5. Experienced
6. Entry
0. Specialist
1. Senior
2. Experienced
3. Entry

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What are Tier Levels?

In executive and directorial positions the Tier level denotes the regional scope of responsibility.

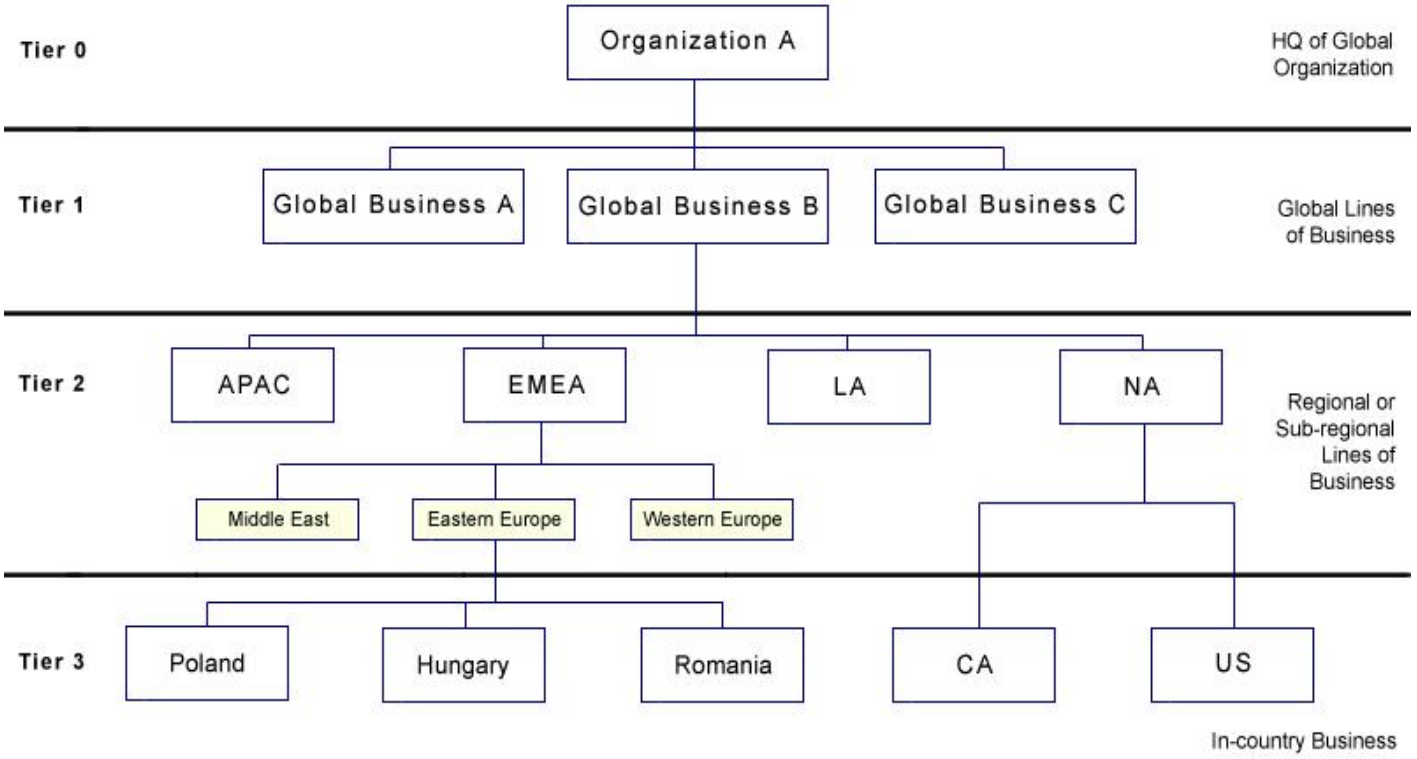
Group/Corporate Management (Tier 0) - Positions in this sub-family are responsible for conducting business at the highest level of the organization. The entire scope of operations is included in the responsibility of these employees, and they typically report directly to the Group Financial Board or Corporate Board of Directors of the organization. This includes, but is not limited to, parent organizations of business groups, organizations with a controlling stake in a number of subsidiary companies, and privately-held (such as partnerships or family-owned) companies. Please note that associated organization type should be Parent/Independent.

Subsidiary/Division/Global Line of Business (Tier 1) - Positions in this sub-family are responsible for leading a subsidiary/division/global line of business running independently of other business units within the corporate structure. Employees in these positions typically are accountable to senior management of a parent organization and can commonly be responsible to an independent Group Financial Board or Corporate Board of Directors. The parent organization has either complete control or a majority share ownership of this reporting entity. Please note that associated organization type should be Subsidiary or, when global in scope, Multi-Profit Center or Division.

Region/Zone Management (Tier 2) - Positions in this sub-family are responsible for leading business operations in a region or market zone on behalf of multiple geographic or operating units. Employees in these positions typically report to senior leadership in either the Group/Corporate Management or Subsidiary/Division/Global Line of Business subfamilies. Please note that associated organization type should be Multi-Profit Center or Division.

Country/Local Operational Unit Management (Tier 3) - Positions in this sub-family are responsible for leading business operations at the country or local business unit level. These operating units are quite often single profit centers which are part of a larger reporting entity. Employees in these positions report to any of the positions found in the Group/Corporate Management, Subsidiary/Division/Global Line of Business Management, or Region/Zone Management subfamilies, depending on the size and complexity of the group or corporate organization. Please note that associated organization type should be Division.

The graph below provides further explanation of Tier Levels.



IPE / Position Classes

Job Evaluation is a structured process to evaluate the relative impact of jobs on an organization and rank them accordingly. Mercer's proprietary International Position Evaluation (IPE) is a robust and user-friendly job evaluation process that can form the foundation of today's integrated HR systems.

If you are an IPE user please provide your Position Classes in your data submission.
In case of any questions regarding IPE please contact your Mercer consultant.

Therapeutic Flags

A field which is used in order to "flag" areas of specialization for functions that are typically divided by therapy. The consistent reporting of these flags will help to ensure the availability of granular compensation data which can provide a view on the compensation trends that may be particular to certain areas of specialization.

Specialization	Code	Definition
Animal Health	VET	Medicinal products intended for use in the diagnosis, cure, mitigation, treatment, or prevention of disease in animals
Bio/Pharmaceuticals	ETH	Diverse non-specialised ethical/prescription drugs
Bio/Pharmaceuticals - Speciality	SPE	Diverse speciality ethical/prescription drugs e.g. Analgesics, Dermatology, CNS, Ophthalmology
Cardiovascular	CAR	Medicines related to the circulatory (cardiovascular) system
Generics	GEN	Medicines which are produced and distributed without patent protection
Medical Devices: Capital Equipment	MDE	Robot surgical systems, laser correction systems, MRI equipment, ICU monitoring systems
Medical Devices: Consumables/Disposables	MDC	Reagents, disposable surgical tools, towels, sponges, contact lenses
Medical Devices: Durable Goods	MDD	Pumps, hand held devices, surgical tables, beds, defibrillators
Medical Devices: Implantable Devices	MDI	Dental implants, orthopaedic implants, heart valves, pacemakers, corneal implants
Oncology	ONC	Medicines related to the treatment of cancer
OTC	OTC	"Over-The Counter" medicines that may be sold directly to a consumer without a prescription from a healthcare professional, in contrast to prescription drugs, which may be sold only to consumers possessing a valid prescription.
Vaccines	VAC	Biological preparations that improve immunity to a particular disease

Legal Note

Mercer Life Sciences Jobs

MUPCS®	Position Title	Job Family Name	Job Sub-family Name	Career Stream	Career Level	Common Duties and Responsibilities
760.000.120	Chief Scientific Officer - Tier 0	Life Sciences	Group/Corporate Management (Tier 0)	Executive	Function Head	Leads and directs all aspects of pre-clinical, clinical, and pharmaceutical development at the group/corporate level Primarily responsible for the submission of new drug applications. Follows corporate objectives, strategy and business needs. Please note that associated organization type should be Parent/Independent. Responsible for regulatory affairs and the final submission of applications to the regulatory bodies. Coordinates with the Chief Executive Officer and Operation Executives to implement and evaluate the transition of research and development projects into full-scale production. May lead the work of the following departments: Synthetic Chemistry, Pre-clinical Research, Preformulation, Formulation and Pharmaceutical Development.

760.010.120	Chief Scientific Officer - Tier 1	Life Sciences	Subsidiary/Division/Global Line of Business (Tier 1)	Executive	Function Head	Leads and directs all aspects of pre-clinical, clinical, and pharmaceutical development within the subsidiary/global line of business. Primarily responsible for the submission of new drug applications. Follows corporate objectives, strategy and business needs. Please note that associated organization type should be Subsidiary, or, when global in scope, Multi-Profit Centre or Division. Responsible for regulatory affairs and the final submission of applications to the regulatory bodies. Coordinates with the Chief Executive Officer and Operation Executives to implement and evaluate the transition of research and development projects into full-scale production. May lead the work of the following departments: Synthetic Chemistry, Pre-clinical Research, Preformulation, Formulation and Pharmaceutical Development.

760.020.120	Chief Scientific Officer - Tier 2	Life Sciences	Region/Zone Management (Tier 2)	Executive	Function Head	Leads and directs all aspects of pre-clinical, clinical, and pharmaceutical development within the region/zone organization. Primarily responsible for the submission of new drug applications. Follows corporate objectives, strategy and business needs. Please note that associated organization type should be Multi-Profit Centre or Division. Responsible for regulatory affairs and the final submission of applications to the regulatory bodies. Coordinates with the Chief Executive Officer and Operation Executives to implement and evaluate the transition of research and development projects into full-scale production. May lead the work of the following departments: Synthetic Chemistry, Pre-clinical Research, Preformulation, Formulation and Pharmaceutical Development.

760.030.120	Chief Scientific Officer - Tier 3	Life Sciences	Country/Local Operational Unit Management (Tier 3)	Executive	Function Head	Leads and directs all aspects of pre-clinical, clinical, and pharmaceutical development at the country or local business unit level. Primarily responsible for the submission of new drug applications. Follows corporate objectives, strategy and business needs. Please note that associated organization type should be Division. Responsible for regulatory affairs and the final submission of applications to the regulatory bodies. Coordinates with the Chief Executive Officer and Operation Executives to implement and evaluate the transition of research and development projects into full-scale production. May lead the work of the following departments: Synthetic Chemistry, Pre-clinical Research, Preformulation, Formulation and Pharmaceutical Development.

760.104.130	Head of Project Management - Clinical Research	Life Sciences	Project Management	Executive	Sub-Function Head	Leads a sub-function or a corporate staff function. Provides short to medium-term tactical direction and operational oversight. May specify new products, processes and standards to support corporate strategies including the interpretation and application of broad policy guidelines. Plans, directs, creates and communicates clinical study time-lines. Gathers input from cross-functional teams and creates plans that help the team produce deliverables on schedule. Ensures consistency of clinical study and processes across clinical trials. Oversees and resolves operational aspects of clinical trials in conjunction with project teams and in accordance with standard operating procedures (SOP), good clinical practice (GCP) and specific country regulations such as site and vendor selection, preparing clinical trial budgets. Ensures study is conducted within clinical trial protocols. Monitors progress and follows up with team members and line managers when issues develop.

760.104.210	Project Management - Senior Manager - Clinical Research	Life Sciences	Project Management	Management	Senior Manager	Manages within a nominated sub-function or related sub-functions; typically a highly experienced manager. Decisions tend to be more tactical and operational; geographic scope of operation tends to be at the country level. Typically accountable for budget and policy recommendations and medium-term planning. Plans, directs, creates and communicates clinical study time-lines. Gathers input from cross-functional teams and creates plans that help the team produce deliverables on schedule. Ensures consistency of clinical study and processes across clinical trials. Oversees and resolves operational aspects of clinical trials in conjunction with project teams and in accordance with standard operating procedures (SOP), good clinical practice (GCP) and specific country regulations such as site and vendor selection, preparing clinical trial budgets. Ensures study is conducted within clinical trial protocols. Monitors progress and follows up with team members and line managers when issues develop.

760.104.220	Project Management Manager - Clinical Research	Life Sciences	Project Management	Management	Manager	Managing teams with focus on policy and strategy implementation and control rather than development; short-term operational/tactical responsibilities. Plans, directs, creates and communicates clinical study time-lines. Gathers input from cross-functional teams and creates plans that help the team produce deliverables on schedule. Ensures consistency of clinical study and processes across clinical trials. Oversees and resolves operational aspects of clinical trials in conjunction with project teams and in accordance with standard operating procedures (SOP), good clinical practice (GCP) and specific country regulations such as site and vendor selection, preparing clinical trial budgets. Ensures study is conducted within clinical trial protocols. Monitors progress and follows up with team members and line managers when issues develop.

760.104.230	Project Management Supervisor - Clinical Research	Life Sciences	Project Management	Management	Team Leader (Professionals)	Leads/supervises a team of 2 or more professionals; first level manager of a work team that could comprise professionals, technical and/or administrative staff. Typically without budget or hire/fire authority. Focuses on mentoring, coaching, and coordination. Plans, directs, creates and communicates clinical study time-lines. Gathers input from cross-functional teams and creates plans that help the team produce deliverables on schedule. Ensures consistency of clinical study and processes across clinical trials. Oversees and resolves operational aspects of clinical trials in conjunction with project teams and in accordance with standard operating procedures (SOP), good clinical practice (GCP) and specific country regulations such as site and vendor selection, preparing clinical trial budgets. Ensures study is conducted within clinical trial protocols. Monitors progress and follows up with team members and line managers when issues develop.

760.104.330	Project Manager - Specialist - Clinical Research	Life Sciences	Project Management	Professional	Specialist	Individual contributor with comprehensive knowledge in specific area. Ability to execute highly complex or specialized projects; adapts precedent and may make significant departures from traditional approaches to develop solutions. Plans, directs, creates and communicates clinical study time-lines. Gathers input from cross-functional teams and creates plans that help the team produce deliverables on schedule. Ensures consistency of clinical study and processes across clinical trials. Oversees and resolves operational aspects of clinical trials in conjunction with project teams and in accordance with standard operating procedures (SOP), good clinical practice (GCP) and specific country regulations such as site and vendor selection, preparing clinical trial budgets. Ensures study is conducted within clinical trial protocols. Monitors progress and follows up with team members and line managers when issues develop.

760.104.340	Project Manager - Senior - Clinical Research	Life Sciences	Project Management	Professional	Senior	Individual contributor that is fully proficient in applying established standards; knowledge based acquired from several years of experience in particular area. Works independently; may instruct or coach other professionals. Plans, directs, creates and communicates clinical study time-lines. Gathers input from cross-functional teams and creates plans that help the team produce deliverables on schedule. Ensures consistency of clinical study and processes across clinical trials. Oversees and resolves operational aspects of clinical trials in conjunction with project teams and in accordance with standard operating procedures (SOP), good clinical practice (GCP) and specific country regulations such as site and vendor selection, preparing clinical trial budgets. Ensures study is conducted within clinical trial protocols. Monitors progress and follows up with team members and line managers when issues develop.

760.104.350	Project Manager - Experienced - Clinical Research	Life Sciences	Project Management	Professional	Experienced	Individual contributor that works under limited supervision. Applies subject matter knowledge; requires capacity to understand specific needs or requirements to apply skills/knowledge. Plans, directs, creates and communicates clinical study time-lines. Gathers input from cross-functional teams and creates plans that help the team produce deliverables on schedule. Ensures consistency of clinical study and processes across clinical trials. Oversees and resolves operational aspects of clinical trials in conjunction with project teams and in accordance with standard operating procedures (SOP), good clinical practice (GCP) and specific country regulations such as site and vendor selection, preparing clinical trial budgets. Ensures study is conducted within clinical trial protocols. Monitors progress and follows up with team members and line managers when issues develop.

760.104.360	Project Manager - Entry - Clinical Research	Life Sciences	Project Management	Professional	Entry	Individual contributor representing the most common entry point for this career stream; works under direct supervision. Plans, directs, creates and communicates clinical study time-lines. Gathers input from cross-functional teams and creates plans that help the team produce deliverables on schedule. Ensures consistency of clinical study and processes across clinical trials. Oversees and resolves operational aspects of clinical trials in conjunction with project teams and in accordance with standard operating procedures (SOP), good clinical practice (GCP) and specific country regulations such as site and vendor selection, preparing clinical trial budgets. Ensures study is conducted within clinical trial protocols. Monitors progress and follows up with team members and line managers when issues develop.

760.124.130	Head of Quality Assurance - Clinical Trial	Life Sciences	Quality Assurance/Control Program Design & Maint.	Executive	Sub-Function Head	Leads a sub-function or a corporate staff function. Provides short to medium-term tactical direction and operational oversight. May specify new products, processes and standards to support corporate strategies including the interpretation and application of broad policy guidelines. Primary responsibility is ensuring implementation of quality plan at every stage of the Clinical Trial process/operations. Implement quality assurance regulations. Write and revise standard operating procedures. Support and facilitate audits and regulatory inspections. Support Quality Assurance Manager in supervision of all quality control aspects of the process (laboratories studies, clinical research, testing, operations). Ensure that standards are met and report potential issues either with quality or reliability of testing procedures. Lead implementation of new regulations. May support quality training.

760.124.210	Quality Assurance - Senior Manager - Clinical Trial	Life Sciences	Quality Assurance/Control Program Design & Maint.	Management	Senior Manager	Manages within a nominated sub-function or related sub-functions; typically a highly experienced manager. Decisions tend to be more tactical and operational; geographic scope of operation tends to be at the country level. Typically accountable for budget and policy recommendations and medium-term planning. Primary responsibility is ensuring implementation of quality plan at every stage of the Clinical Trial process/operations. Implement quality assurance regulations. Write and revise standard operating procedures. Support and facilitate audits and regulatory inspections. Support Quality Assurance Manager in supervision of all quality control aspects of the process (laboratories studies, clinical research, testing, operations). Ensure that standards are met and report potential issues either with quality or reliability of testing procedures. Lead implementation of new regulations. May support quality training.

760.124.220	Quality Assurance Manager - Clinical Trial	Life Sciences	Quality Assurance/Control Program Design & Maint.	Management	Manager	Managing teams with focus on policy and strategy implementation and control rather than development; short-term operational/tactical responsibilities. Primary responsibility is ensuring implementation of quality plan at every stage of the Clinical Trial process/operations. Implement quality assurance regulations. Write and revise standard operating procedures. Support and facilitate audits and regulatory inspections. Support Quality Assurance Manager in supervision of all quality control aspects of the process (laboratories studies, clinical research, testing, operations). Ensure that standards are met and report potential issues either with quality or reliability of testing procedures. Lead implementation of new regulations. May support quality training.

760.124.230	Quality Assurance Supervisor - Clinical Trial	Life Sciences	Quality Assurance/Control Program Design & Maint.	Management	Team Leader (Professionals)	Leads/supervises a team of 2 or more professionals; first level manager of a work team that could comprise professionals, technical and/or administrative staff. Typically without budget or hire/fire authority. Focuses on mentoring, coaching, and coordination. Primary responsibility is ensuring implementation of quality plan at every stage of the Clinical Trial process/operations. Implement quality assurance regulations. Write and revise standard operating procedures. Support and facilitate audits and regulatory inspections. Support Quality Assurance Manager in supervision of all quality control aspects of the process (laboratories studies, clinical research, testing, operations). Ensure that standards are met and report potential issues either with quality or reliability of testing procedures. Lead implementation of new regulations. May support quality training.

760.124.240	Quality Assurance - Team Leader - Clinical Trial	Life Sciences	Quality Assurance/Control Program Design & Maint.	Management	Team Leader (Para-Professionals)	Leads/supervises a team of 2 or more para-professionals; first level manager of a work team that comprises para- professionals. Typically without budget or hire/fire authority. Focuses on mentoring, coaching, and coordination. Primary responsibility is ensuring implementation of quality plan at every stage of the Clinical Trial process/operations. Implement quality assurance regulations. Write and revise standard operating procedures. Support and facilitate audits and regulatory inspections. Support Quality Assurance Manager in supervision of all quality control aspects of the process (laboratories studies, clinical research, testing, operations). Ensure that standards are met and report potential issues either with quality or reliability of testing procedures. Lead implementation of new regulations. May support quality training.

760.124.330	Quality Assurance - Specialist - Clinical Trial	Life Sciences	Quality Assurance/Control Program Design & Maint.	Professional	Specialist	Individual contributor with comprehensive knowledge in specific area. Ability to execute highly complex or specialized projects; adapts precedent and may make significant departures from traditional approaches to develop solutions. Primary responsibility is ensuring implementation of quality plan at every stage of the Clinical Trial process/operations. Implement quality assurance regulations. Write and revise standard operating procedures. Support and facilitate audits and regulatory inspections. Support Quality Assurance Manager in supervision of all quality control aspects of the process (laboratories studies, clinical research, testing, operations). Ensure that standards are met and report potential issues either with quality or reliability of testing procedures. Lead implementation of new regulations. May support quality training.

760.124.340	Quality Specialist - Senior - Clinical Trial	Life Sciences	Quality Assurance/Control Program Design & Maint.	Professional	Senior	Individual contributor that is fully proficient in applying established standards; knowledge based acquired from several years of experience in particular area. Works independently; may instruct or coach other professionals. Primary responsibility is ensuring implementation of quality plan at every stage of the Clinical Trial process/operations. Implement quality assurance regulations. Write and revise standard operating procedures. Support and facilitate audits and regulatory inspections. Support Quality Assurance Manager in supervision of all quality control aspects of the process (laboratories studies, clinical research, testing, operations). Ensure that standards are met and report potential issues either with quality or reliability of testing procedures. Lead implementation of new regulations. May support quality training.

760.124.350	Quality Specialist - Experienced - Clinical Trial	Life Sciences	Quality Assurance/Control Program Design & Maint.	Professional	Experienced	Individual contributor that works under limited supervision. Applies subject matter knowledge; requires capacity to understand specific needs or requirements to apply skills/knowledge. Primary responsibility is ensuring implementation of quality plan at every stage of the Clinical Trial process/operations. Implement quality assurance regulations. Write and revise standard operating procedures. Support and facilitate audits and regulatory inspections. Support Quality Assurance Manager in supervision of all quality control aspects of the process (laboratories studies, clinical research, testing, operations). Ensure that standards are met and report potential issues either with quality or reliability of testing procedures. Lead implementation of new regulations. May support quality training.

760.124.360	Quality Assurance - Entry - Clinical Trial	Life Sciences	Quality Assurance/Control Program Design & Maint.	Professional	Entry	Individual contributor representing the most common entry point for this career stream; works under direct supervision. Primary responsibility is ensuring implementation of quality plan at every stage of the Clinical Trial process/operations. Implement quality assurance regulations. Write and revise standard operating procedures. Support and facilitate audits and regulatory inspections. Support Quality Assurance Manager in supervision of all quality control aspects of the process (laboratories studies, clinical research, testing, operations). Ensure that standards are met and report potential issues either with quality or reliability of testing procedures. Lead implementation of new regulations. May support quality training.

760.124.410	Quality Assurance Clerk - Senior - Clinical Trial	Life Sciences	Quality Assurance/Control Program Design & Maint.	Para-Professional	Senior	Individual contributor that is fully proficient in applying established standards; knowledge based acquired from several years of experience in particular area. Works independently; may instruct or coach other para-professionals. Primary responsibility is ensuring implementation of quality plan at every stage of the Clinical Trial process/operations. Implement quality assurance regulations. Write and revise standard operating procedures. Support and facilitate audits and regulatory inspections. Support Quality Assurance Manager in supervision of all quality control aspects of the process (laboratories studies, clinical research, testing, operations). Ensure that standards are met and report potential issues either with quality or reliability of testing procedures. Lead implementation of new regulations. May support quality training.

760.124.420	Quality Assurance Clerk - Experienced - Clinical Trial	Life Sciences	Quality Assurance/Control Program Design & Maint.	Para-Professional	Experienced	Individual contributor that works under limited supervision. Applies subject matter knowledge; requires capacity to understand specific needs or requirements to apply skills/knowledge. Primary responsibility is ensuring implementation of quality plan at every stage of the Clinical Trial process/operations. Implement quality assurance regulations. Write and revise standard operating procedures. Support and facilitate audits and regulatory inspections. Support Quality Assurance Manager in supervision of all quality control aspects of the process (laboratories studies, clinical research, testing, operations). Ensure that standards are met and report potential issues either with quality or reliability of testing procedures. Lead implementation of new regulations. May support quality training.

760.124.430	Quality Assurance Clerk - Entry - Clinical Trial	Life Sciences	Quality Assurance/Control Program Design & Maint.	Para-Professional	Entry	Individual contributor representing the most common entry point for this career stream; works under direct supervision. Primary responsibility is ensuring implementation of quality plan at every stage of the Clinical Trial process/operations. Implement quality assurance regulations. Write and revise standard operating procedures. Support and facilitate audits and regulatory inspections. Support Quality Assurance Manager in supervision of all quality control aspects of the process (laboratories studies, clinical research, testing, operations). Ensure that standards are met and report potential issues either with quality or reliability of testing procedures. Lead implementation of new regulations. May support quality training.

760.200.130	Head of Regulatory Affairs - Life Sciences	Life Sciences	Regulatory Affairs	Executive	Sub-Function Head	Leads the Regulatory Affairs Sub-Function. Provides short to medium-term tactical direction and operational oversight. May specify new products, processes and standards to support corporate strategies including interpretation and application. As the Head of the Regulatory Affairs Sub-Function, sets the tactical direction for directing development of product registration submission, progress reports, supplements, amendments, or periodic experience reports. Interacts with regulatory agency to expedite approval of pending registration. Serves as regulatory liaison throughout product lifecycle. Participates in some of the following: product plan development and implementation, regulatory strategy, risk management, chemistry manufacturing control (CMC). Ensures timely approval of new drugs, biologics or medical devices and continued approval of marketed products. Serves as regulatory representative to marketing, research teams and regulatory agencies. Advises development and/or marketing teams on manufacturing changes, line extensions, technical labeling, appropriate regulations and interpretations.

760.200.131	Head of Testing & Documentation	Life Sciences	Regulatory Affairs	Executive	Sub-Function Head	Leads a sub-function or a corporate staff function. Provides short to medium-term tactical direction and operational oversight. May specify new products, processes and standards to support corporate strategies including the interpretation and application of broad policy guidelines. Ensures a controlled documentation system, record retention, and information services including electronic records retention processes in accordance with regulatory requirements. Ensures compliance to the requirements from regulatory agencies. Maintains the technical and non-technical documentation change system. Assures procedures are in place to classify and maintain records. Interprets and enforces all documentation formatting, standards, policies, and operating procedure requirements. May identify submission components, communicate documentation standards and coordinate assembly of regulatory dossiers. May analyze and evaluate data, extract pertinent information, prepare information abstracts and executive summaries of material searched. May maintain extensive knowledge of product information and continuous contacts with local, regional, and divisional customers.

760.200.210	Regulatory Affairs - Senior Manager - Life Sciences	Life Sciences	Regulatory Affairs	Management	Senior Manager	Manages within the Regulatory Affairs Sub-Function; typically a highly experienced manager. Decisions tend to be more tactical and operational; geographic scope of operation tends to be at the country level. Typically accountable for budget. As the Senior Manager of the Regulatory Affairs Sub-Function, manages and develops strategies for directing development of product registration submission, progress reports, supplements, amendments, or periodic experience reports. Interacts with regulatory agency to expedite approval of pending registration. Serves as regulatory liaison throughout product lifecycle. Participates in some of the following: product plan development and implementation, regulatory strategy, risk management, chemistry manufacturing control (CMC). Ensures timely approval of new drugs, biologics or medical devices and continued approval of marketed products. Serves as regulatory representative to marketing, research teams and regulatory agencies. Advises development and/or marketing teams on manufacturing changes, line extensions, technical labeling, appropriate regulations and interpretations.

760.200.211	Testing & Documentation - Senior Manager	Life Sciences	Regulatory Affairs	Management	Senior Manager	Manages within a nominated sub-function or related sub-functions; typically a highly experienced manager. Decisions tend to be more tactical and operational; geographic scope of operation tends to be at the country level. Typically accountable for budget and policy recommendations and medium-term planning. Ensures a controlled documentation system, record retention, and information services including electronic records retention processes in accordance with regulatory requirements. Ensures compliance to the requirements from regulatory agencies. Maintains the technical and non-technical documentation change system. Assures procedures are in place to classify and maintain records. Interprets and enforces all documentation formatting, standards, policies, and operating procedure requirements. May identify submission components, communicate documentation standards and coordinate assembly of regulatory dossiers. May analyze and evaluate data, extract pertinent information, prepare information abstracts and executive summaries of material searched. May maintain extensive knowledge of product information and continuous contacts with local, regional, and divisional customers.

760.200.220	Regulatory Affairs Manager - Life Sciences	Life Sciences	Regulatory Affairs	Management	Manager	Manages teams within the Regulatory Affairs Sub-Function. Focus is on policy and strategy implementation and control rather than development. Typically handles short-term operational/tactical responsibilities. As the Manager of the Regulatory Affairs Sub-Function, oversees the strategy implementation and operations for directing development of product registration submission, progress reports, supplements, amendments, or periodic experience reports. Interacts with regulatory agency to expedite approval of pending registration. Serves as regulatory liaison throughout product lifecycle. Participates in some of the following: product plan development and implementation, regulatory strategy, risk management, chemistry manufacturing control (CMC). Ensures timely approval of new drugs, biologics or medical devices and continued approval of marketed products. Serves as regulatory representative to marketing, research teams and regulatory agencies. Advises development and/or marketing teams on manufacturing changes, line extensions, technical labeling, appropriate regulations and interpretations.

760.200.221	Testing & Documentation Manager	Life Sciences	Regulatory Affairs	Management	Manager	Managing teams with focus on policy and strategy implementation and control rather than development; short-term operational/tactical responsibilities. Ensures a controlled documentation system, record retention, and information services including electronic records retention processes in accordance with regulatory requirements. Ensures compliance to the requirements from regulatory agencies. Maintains the technical and non-technical documentation change system. Assures procedures are in place to classify and maintain records. Interprets and enforces all documentation formatting, standards, policies, and operating procedure requirements. May identify submission components, communicate documentation standards and coordinate assembly of regulatory dossiers. May analyze and evaluate data, extract pertinent information, prepare information abstracts and executive summaries of material searched. May maintain extensive knowledge of product information and continuous contacts with local, regional, and divisional customers.

760.200.230	Regulatory Affairs Supervisor - Life Sciences	Life Sciences	Regulatory Affairs	Management	Team Leader (Professionals)	Leads/supervises a team of more than 2 professionals within the Regulatory Affairs Sub-Function; first level manager of a work team that may comprise professionals, technical and/or administrative staff. Typically without budget or hire/fire authority. Focuses on mentoring, coaching, and coordination. As the Team Leader (Professionals) of the Regulatory Affairs Sub-Function, supervises professionals in directing development of product registration submission, progress reports, supplements, amendments, or periodic experience reports. Interacts with regulatory agency to expedite approval of pending registration. Serves as regulatory liaison throughout product lifecycle. Participates in some of the following: product plan development and implementation, regulatory strategy, risk management, chemistry manufacturing control (CMC). Ensures timely approval of new drugs, biologics or medical devices and continued approval of marketed products. Serves as regulatory representative to marketing, research teams and regulatory agencies. Advises development and/or marketing teams on manufacturing changes, line extensions, technical labeling, appropriate regulations and interpretations.

760.200.231	Testing & Documentation Supervisor	Life Sciences	Regulatory Affairs	Management	Team Leader (Professionals)	Leads/supervises a team of 2 or more professionals; first level manager of a work team that could comprise professionals, technical and/or administrative staff. Typically without budget or hire/fire authority. Focuses on mentoring, coaching, and coordination. Ensures a controlled documentation system, record retention, and information services including electronic records retention processes in accordance with regulatory requirements. Ensures compliance to the requirements from regulatory agencies. Maintains the technical and non-technical documentation change system. Assures procedures are in place to classify and maintain records. Interprets and enforces all documentation formatting, standards, policies, and operating procedure requirements. May identify submission components, communicate documentation standards and coordinate assembly of regulatory dossiers. May analyze and evaluate data, extract pertinent information, prepare information abstracts and executive summaries of material searched. May maintain extensive knowledge of product information and continuous contacts with local, regional, and divisional customers.

760.200.240	Regulatory Affairs - Team Leader - Life Sciences	Life Sciences	Regulatory Affairs	Management	Team Leader (Para-Professionals)	Leads/supervises a team of more than 2 para-professionals within the Regulatory Affairs Sub-Function; first level manager of a work team that comprises para-professionals. Typically without budget or hire/fire authority. Focuses on mentoring, coaching, and coordination. As the Team Leader (Para-Professionals) of the Regulatory Affairs Sub-Function, supervises para-professionals in directing development of product registration submission, progress reports, supplements, amendments, or periodic experience reports. Interacts with regulatory agency to expedite approval of pending registration. Serves as regulatory liaison throughout product lifecycle. Participates in some of the following: product plan development and implementation, regulatory strategy, risk management, chemistry manufacturing control (CMC). Ensures timely approval of new drugs, biologics or medical devices and continued approval of marketed products. Serves as regulatory representative to marketing, research teams and regulatory agencies. Advises development and/or marketing teams on manufacturing changes, line extensions, technical labeling, appropriate regulations and interpretations.

760.200.330	Regulatory Affairs Professional - Specialist - Life Sciences	Life Sciences	Regulatory Affairs	Professional	Specialist	Specialist professional individual contributor with comprehensive knowledge in the area of Regulatory Affairs. Ability to execute highly complex or specialized projects; adapts precedent and may make significant departures from traditional approaches to develop solutions. As the Specialist in the Regulatory Affairs Sub-Function, considered as highly experienced and knowledgeable resource within the organization in directing development of product registration submission, progress reports, supplements, amendments, or periodic experience reports. Interacts with regulatory agency to expedite approval of pending registration. Serves as regulatory liaison throughout product lifecycle. Participates in some of the following: product plan development and implementation, regulatory strategy, risk management, chemistry manufacturing control (CMC). Ensures timely approval of new drugs, biologics or medical devices and continued approval of marketed products. Serves as regulatory representative to marketing, research teams and regulatory agencies. Advises development and/or marketing teams on manufacturing changes, line extensions, technical labeling, appropriate regulations and interpretations.

760.200.331	Testing & Documentation Professional - Specialist	Life Sciences	Regulatory Affairs	Professional	Specialist	Individual contributor with comprehensive knowledge in specific area. Ability to execute highly complex or specialized projects; adapts precedent and may make significant departures from traditional approaches to develop solutions. Ensures a controlled documentation system, record retention, and information services including electronic records retention processes in accordance with regulatory requirements. Ensures compliance to the requirements from regulatory agencies. Maintains the technical and non-technical documentation change system. Assures procedures are in place to classify and maintain records. Interprets and enforces all documentation formatting, standards, policies, and operating procedure requirements. May identify submission components, communicate documentation standards and coordinate assembly of regulatory dossiers. May analyze and evaluate data, extract pertinent information, prepare information abstracts and executive summaries of material searched. May maintain extensive knowledge of product information and continuous contacts with local, regional, and divisional customers.

760.200.340	Regulatory Affairs Professional - Senior - Life Sciences	Life Sciences	Regulatory Affairs	Professional	Senior	Senior professional individual contributor that is fully proficient in applying established standards; knowledge base acquired from several years of experience in the area of Regulatory Affairs. Works independently; may instruct or coach other professionals. As the Senior professional in the Regulatory Affairs Sub-Function, leads important projects in directing development of product registration submission, progress reports, supplements, amendments, or periodic experience reports. Interacts with regulatory agency to expedite approval of pending registration. Serves as regulatory liaison throughout product lifecycle. Participates in some of the following: product plan development and implementation, regulatory strategy, risk management, chemistry manufacturing control (CMC). Ensures timely approval of new drugs, biologics or medical devices and continued approval of marketed products. Serves as regulatory representative to marketing, research teams and regulatory agencies. Advises development and/or marketing teams on manufacturing changes, line extensions, technical labeling, appropriate regulations and interpretations.

760.200.341	Testing & Documentation Professional - Senior	Life Sciences	Regulatory Affairs	Professional	Senior	Individual contributor that is fully proficient in applying established standards; knowledge based acquired from several years of experience in particular area. Works independently; may instruct or coach other professionals. Ensures a controlled documentation system, record retention, and information services including electronic records retention processes in accordance with regulatory requirements. Ensures compliance to the requirements from regulatory agencies. Maintains the technical and non-technical documentation change system. Assures procedures are in place to classify and maintain records. Interprets and enforces all documentation formatting, standards, policies, and operating procedure requirements. May identify submission components, communicate documentation standards and coordinate assembly of regulatory dossiers. May analyze and evaluate data, extract pertinent information, prepare information abstracts and executive summaries of material searched. May maintain extensive knowledge of product information and continuous contacts with local, regional, and divisional customers.

760.200.350	Regulatory Affairs Professional - Experienced - Life Sciences	Life Sciences	Regulatory Affairs	Professional	Experienced	Experienced professional individual contributor that works under limited supervision. Applies subject matter knowledge in the area of Regulatory Affairs; requires capacity to apply skills/knowledge within the context of specific needs or requirements. As the Experienced professional in the Regulatory Affairs Sub-Function, possesses well developed skills in directing development of product registration submission, progress reports, supplements, amendments, or periodic experience reports. Interacts with regulatory agency to expedite approval of pending registration. Serves as regulatory liaison throughout product lifecycle. Participates in some of the following: product plan development and implementation, regulatory strategy, risk management, chemistry manufacturing control (CMC). Ensures timely approval of new drugs, biologics or medical devices and continued approval of marketed products. Serves as regulatory representative to marketing, research teams and regulatory agencies. Advises development and/or marketing teams on manufacturing changes, line extensions, technical labeling, appropriate regulations and interpretations.

760.200.351	Testing & Documentation Professional - Experienced	Life Sciences	Regulatory Affairs	Professional	Experienced	Individual contributor that works under limited supervision. Applies subject matter knowledge; requires capacity to understand specific needs or requirements to apply skills/knowledge. Ensures a controlled documentation system, record retention, and information services including electronic records retention processes in accordance with regulatory requirements. Ensures compliance to the requirements from regulatory agencies. Maintains the technical and non-technical documentation change system. Assures procedures are in place to classify and maintain records. Interprets and enforces all documentation formatting, standards, policies, and operating procedure requirements. May identify submission components, communicate documentation standards and coordinate assembly of regulatory dossiers. May analyze and evaluate data, extract pertinent information, prepare information abstracts and executive summaries of material searched. May maintain extensive knowledge of product information and continuous contacts with local, regional, and divisional customers.

760.200.360	Regulatory Affairs Professional - Entry - Life Sciences	Life Sciences	Regulatory Affairs	Professional	Entry	Entry level professional individual contributor representing the most common entry point for this career stream; works under direct supervision in the Regulatory Affairs area. As the Entry level professional in the Regulatory Affairs Sub-Function, applies broad knowledge in directing development of product registration submission, progress reports, supplements, amendments, or periodic experience reports. Interacts with regulatory agency to expedite approval of pending registration. Serves as regulatory liaison throughout product lifecycle. Participates in some of the following: product plan development and implementation, regulatory strategy, risk management, chemistry manufacturing control (CMC). Ensures timely approval of new drugs, biologics or medical devices and continued approval of marketed products. Serves as regulatory representative to marketing, research teams and regulatory agencies. Advises development and/or marketing teams on manufacturing changes, line extensions, technical labeling, appropriate regulations and interpretations.

760.200.361	Testing & Documentation Professional - Entry	Life Sciences	Regulatory Affairs	Professional	Entry	Individual contributor representing the most common entry point for this career stream; works under direct supervision. Ensures a controlled documentation system, record retention, and information services including electronic records retention processes in accordance with regulatory requirements. Ensures compliance to the requirements from regulatory agencies. Maintains the technical and non-technical documentation change system. Assures procedures are in place to classify and maintain records. Interprets and enforces all documentation formatting, standards, policies, and operating procedure requirements. May identify submission components, communicate documentation standards and coordinate assembly of regulatory dossiers. May analyze and evaluate data, extract pertinent information, prepare information abstracts and executive summaries of material searched. May maintain extensive knowledge of product information and continuous contacts with local, regional, and divisional customers.

760.200.410	Regulatory Affairs Administrator - Senior - Life Sciences	Life Sciences	Regulatory Affairs	Para-Professional	Senior	Senior para-professional individual contributor that is fully proficient in applying established standards; knowledge base acquired from several years of experience in the area of Regulatory Affairs. Works independently; may instruct or coach other para-professionals. As the Senior para-professional in the Regulatory Affairs Sub-Function, possesses advanced knowledge in directing development of product registration submission, progress reports, supplements, amendments, or periodic experience reports. Interacts with regulatory agency to expedite approval of pending registration. Serves as regulatory liaison throughout product lifecycle. Participates in some of the following: product plan development and implementation, regulatory strategy, risk management, chemistry manufacturing control (CMC). Ensures timely approval of new drugs, biologics or medical devices and continued approval of marketed products. Serves as regulatory representative to marketing, research teams and regulatory agencies. Advises development and/or marketing teams on manufacturing changes, line extensions, technical labeling, appropriate regulations and interpretations.

760.200.420	Regulatory Affairs Administrator - Experienced - Life Sciences	Life Sciences	Regulatory Affairs	Para-Professional	Experienced	Experienced para-professional individual contributor working under limited supervision within the Regulatory Affairs sub-function. Applies subject matter knowledge in the area of Regulatory Affairs; requires capacity to apply skills/knowledge within the context of specific needs or requirements. As the Experienced para-professional in the Regulatory Affairs Sub-Function, possesses specialized knowledge in directing development of product registration submission, progress reports, supplements, amendments, or periodic experience reports. Interacts with regulatory agency to expedite approval of pending registration. Serves as regulatory liaison throughout product lifecycle. Participates in some of the following: product plan development and implementation, regulatory strategy, risk management, chemistry manufacturing control (CMC). Ensures timely approval of new drugs, biologics or medical devices and continued approval of marketed products. Serves as regulatory representative to marketing, research teams and regulatory agencies. Advises development and/or marketing teams on manufacturing changes, line extensions, technical labeling, appropriate regulations and interpretations.

760.200.430	Regulatory Affairs Administrator - Entry - Life Sciences	Life Sciences	Regulatory Affairs	Para-Professional	Entry	Entry para-professional individual contributor representing the most common entry point for this career stream; works under direct supervision within the Regulatory Affairs sub-function. As the Entry para-professional in the Regulatory Affairs Sub-Function, possesses basic knowledge in directing development of product registration submission, progress reports, supplements, amendments, or periodic experience reports. Interacts with regulatory agency to expedite approval of pending registration. Serves as regulatory liaison throughout product lifecycle. Participates in some of the following: product plan development and implementation, regulatory strategy, risk management, chemistry manufacturing control (CMC). Ensures timely approval of new drugs, biologics or medical devices and continued approval of marketed products. Serves as regulatory representative to marketing, research teams and regulatory agencies. Advises development and/or marketing teams on manufacturing changes, line extensions, technical labeling, appropriate regulations and interpretations.

760.220.130	Head of Clinical Trial Recruitment	Life Sciences	Recruitment	Executive	Sub-Function Head	Leads a sub-function or a corporate staff function. Provides short to medium-term tactical direction and operational oversight. May specify new products, processes and standards to support corporate strategies including the interpretation and application of broad policy guidelines. Responsible for operational and administration of recruitment and screening of volunteers/ patients for participation in clinical trials. Develops recruitment, advertisement and screening procedures based on study requirements. Ensures that recruitment processes are carried out in accordance to policies and procedures. Maintains quality database of screened volunteers/patients.

760.220.210	Clinical Trial Recruitment - Senior Manager	Life Sciences	Recruitment	Management	Senior Manager	Manages within a nominated sub-function or related sub-functions; typically a highly experienced manager. Decisions tend to be more tactical and operational; geographic scope of operation tends to be at the country level. Typically accountable for budget and policy recommendations and medium-term planning. Responsible for operational and administration of recruitment and screening of volunteers/ patients for participation in clinical trials. Develops recruitment, advertisement and screening procedures based on study requirements. Ensures that recruitment processes are carried out in accordance to policies and procedures. Maintains quality database of screened volunteers/patients.
760.220.220	Clinical Trial Recruitment Manager	Life Sciences	Recruitment	Management	Manager	Managing teams with focus on policy and strategy implementation and control rather than development; short-term operational/tactical responsibilities. Responsible for operational and administration of recruitment and screening of volunteers/ patients for participation in clinical trials. Develops recruitment, advertisement and screening procedures based on study requirements. Ensures that recruitment processes are carried out in accordance to policies and procedures. Maintains quality database of screened volunteers/patients.

760.220.230	Clinical Trial Recruitment Supervisor	Life Sciences	Recruitment	Management	Team Leader (Professionals)	Leads/supervises a team of 2 or more professionals; first level manager of a work team that could comprise professionals, technical and/or administrative staff. Typically without budget or hire/fire authority. Focuses on mentoring, coaching, and coordination. Responsible for operational and administration of recruitment and screening of volunteers/ patients for participation in clinical trials. Develops recruitment, advertisement and screening procedures based on study requirements. Ensures that recruitment processes are carried out in accordance to policies and procedures. Maintains quality database of screened volunteers/patients.
760.220.330	Clinical Trial Recruitment Officer - Specialist	Life Sciences	Recruitment	Professional	Specialist	Individual contributor with comprehensive knowledge in specific area. Ability to execute highly complex or specialized projects; adapts precedent and may make significant departures from traditional approaches to develop solutions. Responsible for operational and administration of recruitment and screening of volunteers/ patients for participation in clinical trials. Develops recruitment, advertisement and screening procedures based on study requirements. Ensures that recruitment processes are carried out in accordance to policies and procedures. Maintains quality database of screened volunteers/patients.

760.220.340	Clinical Trial Recruitment Officer - Senior	Life Sciences	Recruitment	Professional	Senior	Individual contributor that is fully proficient in applying established standards; knowledge based acquired from several years of experience in particular area. Works independently; may instruct or coach other professionals. Responsible for operational and administration of recruitment and screening of volunteers/ patients for participation in clinical trials. Develops recruitment, advertisement and screening procedures based on study requirements. Ensures that recruitment processes are carried out in accordance to policies and procedures. Maintains quality database of screened volunteers/patients.
760.220.350	Clinical Trial Recruitment Officer - Experienced	Life Sciences	Recruitment	Professional	Experienced	Individual contributor that works under limited supervision. Applies subject matter knowledge; requires capacity to understand specific needs or requirements to apply skills/knowledge. Responsible for operational and administration of recruitment and screening of volunteers/ patients for participation in clinical trials. Develops recruitment, advertisement and screening procedures based on study requirements. Ensures that recruitment processes are carried out in accordance to policies and procedures. Maintains quality database of screened volunteers/patients.

760.220.360	Clinical Trial Recruitment Officer - Entry	Life Sciences	Recruitment	Professional	Entry	Individual contributor representing the most common entry point for this career stream; works under direct supervision. Responsible for operational and administration of recruitment and screening of volunteers/ patients for participation in clinical trials. Develops recruitment, advertisement and screening procedures based on study requirements. Ensures that recruitment processes are carried out in accordance to policies and procedures. Maintains quality database of screened volunteers/patients.

760.396.130	Head of Clinical Data Management	Life Sciences	Data Management	Executive	Sub-Function Head	Leads a sub-function or a corporate staff function. Provides short to medium-term tactical direction and operational oversight. May specify new products, processes and standards to support corporate strategies including the interpretation and application of broad policy guidelines. Processes, reviews, and receives patient data and records and organizes clinical data forms from particular therapeutic groups and outside investigators. Provides accurate, timely, and consistent clinical data to the medical department and other groups. Responsible for data management plans including data preparation, data validation activities, etc. Follows Good Clinical Practices (GCP) data-handling procedures and guidelines. Requires knowledge of drug and disease terminology. May manage service providers that perform these activities. Participates in the review of clinical research protocols, reports and statistical analysis plans.

760.396.210	Clinical Data Management - Senior Manager	Life Sciences	Data Management	Management	Senior Manager	Manages within a nominated sub-function or related sub-functions; typically a highly experienced manager. Decisions tend to be more tactical and operational; geographic scope of operation tends to be at the country level. Typically accountable for budget and policy recommendations and medium-term planning. Processes, reviews, and receives patient data and records and organizes clinical data forms from particular therapeutic groups and outside investigators. Provides accurate, timely, and consistent clinical data to the medical department and other groups. Responsible for data management plans including data preparation, data validation activities, etc. Follows Good Clinical Practices (GCP) data-handling procedures and guidelines. Requires knowledge of drug and disease terminology. May manage service providers that perform these activities. Participates in the review of clinical research protocols, reports and statistical analysis plans.

760.396.220	Clinical Data Management Manager	Life Sciences	Data Management	Management	Manager	Managing teams with focus on policy and strategy implementation and control rather than development; short-term operational/tactical responsibilities. Processes, reviews, and receives patient data and records and organizes clinical data forms from particular therapeutic groups and outside investigators. Provides accurate, timely, and consistent clinical data to the medical department and other groups. Responsible for data management plans including data preparation, data validation activities, etc. Follows Good Clinical Practices (GCP) data-handling procedures and guidelines. Requires knowledge of drug and disease terminology. May manage service providers that perform these activities. Participates in the review of clinical research protocols, reports and statistical analysis plans.

760.396.230	Clinical Data Management Supervisor	Life Sciences	Data Management	Management	Team Leader (Professionals)	Leads/supervises a team of 2 or more professionals; first level manager of a work team that could comprise professionals, technical and/or administrative staff. Typically without budget or hire/fire authority. Focuses on mentoring, coaching, and coordination. Processes, reviews, and receives patient data and records and organizes clinical data forms from particular therapeutic groups and outside investigators. Provides accurate, timely, and consistent clinical data to the medical department and other groups. Responsible for data management plans including data preparation, data validation activities, etc. Follows Good Clinical Practices (GCP) data-handling procedures and guidelines. Requires knowledge of drug and disease terminology. May manage service providers that perform these activities. Participates in the review of clinical research protocols, reports and statistical analysis plans.

760.396.330	Clinical Data Management Analyst - Specialist	Life Sciences	Data Management	Professional	Specialist	Individual contributor with comprehensive knowledge in specific area. Ability to execute highly complex or specialized projects; adapts precedent and may make significant departures from traditional approaches to develop solutions. Processes, reviews, and receives patient data and records and organizes clinical data forms from particular therapeutic groups and outside investigators. Provides accurate, timely, and consistent clinical data to the medical department and other groups. Responsible for data management plans including data preparation, data validation activities, etc. Follows Good Clinical Practices (GCP) data-handling procedures and guidelines. Requires knowledge of drug and disease terminology. May manage service providers that perform these activities. Participates in the review of clinical research protocols, reports and statistical analysis plans.

760.396.340	Clinical Data Management Analyst - Senior	Life Sciences	Data Management	Professional	Senior	Individual contributor that is fully proficient in applying established standards; knowledge based acquired from several years of experience in particular area. Works independently; may instruct or coach other professionals. Processes, reviews, and receives patient data and records and organizes clinical data forms from particular therapeutic groups and outside investigators. Provides accurate, timely, and consistent clinical data to the medical department and other groups. Responsible for data management plans including data preparation, data validation activities, etc. Follows Good Clinical Practices (GCP) data-handling procedures and guidelines. Requires knowledge of drug and disease terminology. May manage service providers that perform these activities. Participates in the review of clinical research protocols, reports and statistical analysis plans.

760.396.350	Clinical Data Management Analyst - Experienced	Life Sciences	Data Management	Professional	Experienced	Individual contributor that works under limited supervision. Applies subject matter knowledge; requires capacity to understand specific needs or requirements to apply skills/knowledge. Processes, reviews, and receives patient data and records and organizes clinical data forms from particular therapeutic groups and outside investigators. Provides accurate, timely, and consistent clinical data to the medical department and other groups. Responsible for data management plans including data preparation, data validation activities, etc. Follows Good Clinical Practices (GCP) data-handling procedures and guidelines. Requires knowledge of drug and disease terminology. May manage service providers that perform these activities. Participates in the review of clinical research protocols, reports and statistical analysis plans.

760.396.360	Clinical Data Management Analyst - Entry	Life Sciences	Data Management	Professional	Entry	Individual contributor representing the most common entry point for this career stream; works under direct supervision. Processes, reviews, and receives patient data and records and organizes clinical data forms from particular therapeutic groups and outside investigators. Provides accurate, timely, and consistent clinical data to the medical department and other groups. Responsible for data management plans including data preparation, data validation activities, etc. Follows Good Clinical Practices (GCP) data-handling procedures and guidelines. Requires knowledge of drug and disease terminology. May manage service providers that perform these activities. Participates in the review of clinical research protocols, reports and statistical analysis plans.

760.468.130	Head of Life Sciences Marketing Services - Sub-Function	Life Sciences	Marketing Services	Executive	Sub-Function Head	Leads the Marketing Services Sub-Function. Provides short to medium-term tactical direction and operational oversight. May specify new products, processes and standards to support corporate strategies including interpretation and application. As the Head of the Marketing Services Sub-Function, sets the tactical direction for developing, maintaining, and enhancing company's image with thought leaders/high profile individuals and/or groups. Organizes company-sponsored symposia for consultant and advisory board meetings. Responds to outside requests for samples, literature, and general information. Develops concepts and aligns programs with market, product and brand strategies. Designs and implements educational programs. May be responsible for integration of customer and product knowledge with the sales force. May negotiate sponsorship contracts.

760.468.210	Life Sciences Marketing Services - Senior Manager	Life Sciences	Marketing Services	Management	Senior Manager	Manages within the Marketing Services Sub-Function; typically a highly experienced manager. Decisions tend to be more tactical and operational; geographic scope of operation tends to be at the country level. Typically accountable for budget. As the Senior Manager of the Marketing Services Sub-Function, manages and develops strategies for developing, maintaining, and enhancing company's image with thought leaders/high profile individuals and/or groups. Organizes company-sponsored symposia for consultant and advisory board meetings. Responds to outside requests for samples, literature, and general information. Develops concepts and aligns programs with market, product and brand strategies. Designs and implements educational programs. May be responsible for integration of customer and product knowledge with the sales force. May negotiate sponsorship contracts.

760.468.220	Life Sciences Marketing Services Manager	Life Sciences	Marketing Services	Management	Manager	Manages teams within the Marketing Services Sub-Function. Focus is on policy and strategy implementation and control rather than development. Typically handles short-term operational/tactical responsibilities. As the Manager of the Marketing Services Sub-Function, oversees the strategy implementation and operations for developing, maintaining, and enhancing company's image with thought leaders/high profile individuals and/or groups. Organizes company-sponsored symposia for consultant and advisory board meetings. Responds to outside requests for samples, literature, and general information. Develops concepts and aligns programs with market, product and brand strategies. Designs and implements educational programs. May be responsible for integration of customer and product knowledge with the sales force. May negotiate sponsorship contracts.

760.468.230	Life Sciences Marketing Services Supervisor	Life Sciences	Marketing Services	Management	Team Leader (Professionals)	Leads/supervises a team of more than 2 professionals within the Marketing Services Sub-Function; first level manager of a work team that may comprise professionals, technical and/or administrative staff. Typically without budget or hire/fire authority. Focuses on mentoring, coaching, and coordination. As the Supervisor of the Marketing Services Sub-Function, supervises professionals in developing, maintaining, and enhancing company's image with thought leaders/high profile individuals and/or groups. Organizes company-sponsored symposia for consultant and advisory board meetings. Responds to outside requests for samples, literature, and general information. Develops concepts and aligns programs with market, product and brand strategies. Designs and implements educational programs. May be responsible for integration of customer and product knowledge with the sales force. May negotiate sponsorship contracts.

760.468.330	Life Sciences Marketing Services Professional - Specialist	Life Sciences	Marketing Services	Professional	Specialist	Specialist professional individual contributor with comprehensive knowledge in the area of Marketing Services. Ability to execute highly complex or specialized projects; adapts precedent and may make significant departures from traditional approaches to develop solutions. As the Specialist in the Marketing Services Sub-Function, considered as highly experienced and knowledgeable resource within the organization in developing, maintaining, and enhancing company's image with thought leaders/high profile individuals and/or groups. Organizes company-sponsored symposia for consultant and advisory board meetings. Responds to outside requests for samples, literature, and general information. Develops concepts and aligns programs with market, product and brand strategies. Designs and implements educational programs. May be responsible for integration of customer and product knowledge with the sales force. May negotiate sponsorship contracts.

760.468.340	Life Sciences Marketing Services Professional - Senior	Life Sciences	Marketing Services	Professional	Senior	Senior professional individual contributor that is fully proficient in applying established standards; knowledge base acquired from several years of experience in the area of Marketing Services. Works independently; may instruct or coach other professionals. As the Senior professional in the Marketing Services Sub-Function, leads important projects in developing, maintaining, and enhancing company's image with thought leaders/high profile individuals and/or groups. Organizes company-sponsored symposia for consultant and advisory board meetings. Responds to outside requests for samples, literature, and general information. Develops concepts and aligns programs with market, product and brand strategies. Designs and implements educational programs. May be responsible for integration of customer and product knowledge with the sales force. May negotiate sponsorship contracts.

760.468.350	Life Sciences Marketing Services Professional - Experienced	Life Sciences	Marketing Services	Professional	Experienced	Experienced professional individual contributor that works under limited supervision. Applies subject matter knowledge in the area of Marketing Services; requires capacity to apply skills/knowledge within the context of specific needs or requirements. As the Experienced professional in the Marketing Services Sub-Function, possesses well developed skills in developing, maintaining, and enhancing company's image with thought leaders/high profile individuals and/or groups. Organizes company-sponsored symposia for consultant and advisory board meetings. Responds to outside requests for samples, literature, and general information. Develops concepts and aligns programs with market, product and brand strategies. Designs and implements educational programs. May be responsible for integration of customer and product knowledge with the sales force. May negotiate sponsorship contracts.

760.468.360	Life Sciences Marketing Services Professional - Entry	Life Sciences	Marketing Services	Professional	Entry	Entry level professional individual contributor representing the most common entry point for this career stream; works under direct supervision in the Marketing Services area. As the Entry level professional in the Marketing Services Sub-Function, applies broad knowledge in developing, maintaining, and enhancing company's image with thought leaders/high profile individuals and/or groups. Organizes company-sponsored symposia for consultant and advisory board meetings. Responds to outside requests for samples, literature, and general information. Develops concepts and aligns programs with market, product and brand strategies. Designs and implements educational programs. May be responsible for integration of customer and product knowledge with the sales force. May negotiate sponsorship contracts.
760.491.131	Head of Pharmacy Sales	Life Sciences	Life Science Sales	Executive	Sub-Function Head	Leads a sub-function or a corporate staff function. Provides short to medium-term tactical direction and operational oversight. May specify new products, processes and standards to support corporate strategies including the interpretation and application of broad policy guidelines. Sells organization products to pharmacies and other retail outlets. Responsible for meeting sales objectives.

760.491.132	Head of Specialist/Clinic Sales	Life Sciences	Life Science Sales	Executive	Sub-Function Head	Leads a sub-function or a corporate staff function. Provides short to medium-term tactical direction and operational oversight. May specify new products, processes and standards to support corporate strategies including the interpretation and application of broad policy guidelines. Calls primarily on specialists at hospitals or clinics or sells directly to the hospital or clinic where it is not large enough to be a key account. Responsible for meeting sales objectives.
760.491.133	Head of Practitioner / Physician Sales	Life Sciences	Life Science Sales	Executive	Sub-Function Head	Leads a sub-function or a corporate staff function. Provides short to medium-term tactical direction and operational oversight. May specify new products, processes and standards to support corporate strategies including the interpretation and application of broad policy guidelines. Responsible for promoting the organization's products to General Practitioners or Physicians in order to achieve pre-established targets and meet sales objectives.

760.491.134	Head of Channel / Distributor Sales	Life Sciences	Life Science Sales	Executive	Sub-Function Head	Leads a sub-function or a corporate staff function. Provides short to medium-term tactical direction and operational oversight. May specify new products, processes and standards to support corporate strategies including the interpretation and application of broad policy guidelines. Drives sales of organization's products and related revenues through a network of distribution partners. Evaluates, selects, manages and supports distributors with the goal of maximizing related revenue generation. Collects payments and supervises distributor timely payment. Monitors, coordinates and ensures sufficient supply of organization's products to distributor.
760.491.135	Head of Medical Sales	Life Sciences	Life Science Sales	Executive	Sub-Function Head	Leads a sub-function or a corporate staff function. Provides short to medium-term tactical direction and operational oversight. May specify new products, processes and standards to support corporate strategies including the interpretation and application of broad policy guidelines. Responsible for promoting and/or selling the organization's products across multiple or non-specified channels in a designated territory by contacting specialists, physicians, pharmacies and/or distributors.

760.491.211	Pharmacy Sales - Senior Manager	Life Sciences	Life Science Sales	Management	Senior Manager	Manages within a nominated sub-function or related sub-functions; typically a highly experienced manager. Decisions tend to be more tactical and operational; geographic scope of operation tends to be at the country level. Typically accountable for budget and policy recommendations and medium-term planning. Sells organization products to pharmacies and other retail outlets. Responsible for meeting sales objectives.
760.491.212	Specialist/Clinic Sales - Senior Manager	Life Sciences	Life Science Sales	Management	Senior Manager	Manages within a nominated sub-function or related sub-functions; typically a highly experienced manager. Decisions tend to be more tactical and operational; geographic scope of operation tends to be at the country level. Typically accountable for budget and policy recommendations and medium-term planning. Calls primarily on specialists at hospitals or clinics or sells directly to the hospital or clinic where it is not large enough to be a key account. Responsible for meeting sales objectives.

760.491.213	Practitioner / Physician Sales - Senior Manager	Life Sciences	Life Science Sales	Management	Senior Manager	Manages within a nominated sub-function or related sub-functions; typically a highly experienced manager. Decisions tend to be more tactical and operational; geographic scope of operation tends to be at the country level. Typically accountable for budget and policy recommendations and medium-term planning. Responsible for promoting the organization's products to General Practitioners or Physicians in order to achieve pre-established targets and meet sales objectives.
760.491.214	Channel / Distributor Sales - Senior Manager	Life Sciences	Life Science Sales	Management	Senior Manager	Manages within a nominated sub-function or related sub-functions; typically a highly experienced manager. Decisions tend to be more tactical and operational; geographic scope of operation tends to be at the country level. Typically accountable for budget and policy recommendations and medium-term planning. Drives sales of organization's products and related revenues through a network of distribution partners. Evaluates, selects, manages and supports distributors with the goal of maximizing related revenue generation. Collects payments and supervises distributor timely payment. Monitors, coordinates and ensures sufficient supply of organization's products to distributor.

760.491.215	Medical Sales - Senior Manager	Life Sciences	Life Science Sales	Management	Senior Manager	Manages within a nominated sub-function or related sub-functions; typically a highly experienced manager. Decisions tend to be more tactical and operational; geographic scope of operation tends to be at the country level. Typically accountable for budget and policy recommendations and medium-term planning. Responsible for promoting and/or selling the organization's products across multiple or non-specified channels in a designated territory by contacting specialists, physicians, pharmacies and/or distributors.
760.491.221	Pharmacy Sales Manager	Life Sciences	Life Science Sales	Management	Manager	Managing teams with focus on policy and strategy implementation and control rather than development; short-term operational/tactical responsibilities. Sells organization products to pharmacies and other retail outlets. Responsible for meeting sales objectives.
760.491.222	Specialist/Clinic Sales - Manager	Life Sciences	Life Science Sales	Management	Manager	Managing teams with focus on policy and strategy implementation and control rather than development; short-term operational/tactical responsibilities. Calls primarily on specialists at hospitals or clinics or sells directly to the hospital or clinic where it is not large enough to be a key account. Responsible for meeting sales objectives.

760.491.223	Practitioner / Physician Sales Manager	Life Sciences	Life Science Sales	Management	Manager	Managing teams with focus on policy and strategy implementation and control rather than development; short-term operational/tactical responsibilities. Responsible for promoting the organization's products to General Practitioners or Physicians in order to achieve pre-established targets and meet sales objectives.
760.491.224	Channel / Distributor Sales Manager	Life Sciences	Life Science Sales	Management	Manager	Managing teams with focus on policy and strategy implementation and control rather than development; short-term operational/tactical responsibilities. Drives sales of organization's products and related revenues through a network of distribution partners. Evaluates, selects, manages and supports distributors with the goal of maximizing related revenue generation. Collects payments and supervises distributor timely payment. Monitors, coordinates and ensures sufficient supply of organization's products to distributor.
760.491.225	Medical Sales Manager	Life Sciences	Life Science Sales	Management	Manager	Managing teams with focus on policy and strategy implementation and control rather than development; short-term operational/tactical responsibilities. Responsible for promoting and/or selling the organization's products across multiple or non-specified channels in a designated territory by contacting specialists, physicians, pharmacies and/or distributors.

760.491.231	Pharmacy Sales Supervisor	Life Sciences	Life Science Sales	Management	Team Leader (Professionals)	Leads/supervises a team of 2 or more professionals; first level manager of a work team that could comprise professionals, technical and/or administrative staff. Typically without budget or hire/fire authority. Focuses on mentoring, coaching, and coordination. Sells organization products to pharmacies and other retail outlets. Responsible for meeting sales objectives.
760.491.232	Specialist/Clinic Sales Supervisor	Life Sciences	Life Science Sales	Management	Team Leader (Professionals)	Leads/supervises a team of 2 or more professionals; first level manager of a work team that could comprise professionals, technical and/or administrative staff. Typically without budget or hire/fire authority. Focuses on mentoring, coaching, and coordination. Calls primarily on specialists at hospitals or clinics or sells directly to the hospital or clinic where it is not large enough to be a key account. Responsible for meeting sales objectives.
760.491.233	Practitioner / Physician Sales Supervisor	Life Sciences	Life Science Sales	Management	Team Leader (Professionals)	Leads/supervises a team of 2 or more professionals; first level manager of a work team that could comprise professionals, technical and/or administrative staff. Typically without budget or hire/fire authority. Focuses on mentoring, coaching, and coordination. Responsible for promoting the organization's products to General Practitioners or Physicians in order to achieve pre-established targets and meet sales objectives.

760.491.234	Channel / Distributor Sales Supervisor	Life Sciences	Life Science Sales	Management	Team Leader (Professionals)	Leads/supervises a team of 2 or more professionals; first level manager of a work team that could comprise professionals, technical and/or administrative staff. Typically without budget or hire/fire authority. Focuses on mentoring, coaching, and coordination. Drives sales of organization's products and related revenues through a network of distribution partners. Evaluates, selects, manages and supports distributors with the goal of maximizing related revenue generation. Collects payments and supervises distributor timely payment. Monitors, coordinates and ensures sufficient supply of organization's products to distributor.
760.491.235	Medical Sales Supervisor	Life Sciences	Life Science Sales	Management	Team Leader (Professionals)	Leads/supervises a team of 2 or more professionals; first level manager of a work team that could comprise professionals, technical and/or administrative staff. Typically without budget or hire/fire authority. Focuses on mentoring, coaching, and coordination. Responsible for promoting and/or selling the organization's products across multiple or non-specified channels in a designated territory by contacting specialists, physicians, pharmacies and/or distributors.

760.491.331	Pharmacy Sales Professional - Specialist	Life Sciences	Life Science Sales	Professional	Specialist	Individual contributor with comprehensive knowledge in specific area. Ability to execute highly complex or specialized projects; adapts precedent and may make significant departures from traditional approaches to develop solutions. Sells organization products to pharmacies and other retail outlets. Responsible for meeting sales objectives.
760.491.332	Specialist/Clinic Sales Representative - Specialist	Life Sciences	Life Science Sales	Professional	Specialist	Individual contributor with comprehensive knowledge in specific area. Ability to execute highly complex or specialized projects; adapts precedent and may make significant departures from traditional approaches to develop solutions. Calls primarily on specialists at hospitals or clinics or sells directly to the hospital or clinic where it is not large enough to be a key account. Responsible for meeting sales objectives.
760.491.333	Practitioner / Physician Sales Representative - Specialist	Life Sciences	Life Science Sales	Professional	Specialist	Individual contributor with comprehensive knowledge in specific area. Ability to execute highly complex or specialized projects; adapts precedent and may make significant departures from traditional approaches to develop solutions. Responsible for promoting the organization's products to General Practitioners or Physicians in order to achieve pre-established targets and meet sales objectives.

760.491.334	Channel / Distributor Sales Representative - Specialist	Life Sciences	Life Science Sales	Professional	Specialist	Individual contributor with comprehensive knowledge in specific area. Ability to execute highly complex or specialized projects; adapts precedent and may make significant departures from traditional approaches to develop solutions. Drives sales of organization's products and related revenues through a network of distribution partners. Evaluates, selects, manages and supports distributors with the goal of maximizing related revenue generation. Collects payments and supervises distributor timely payment. Monitors, coordinates and ensures sufficient supply of organization's products to distributor.
760.491.335	Medical Sales Representative - Specialist	Life Sciences	Life Science Sales	Professional	Specialist	Individual contributor with comprehensive knowledge in specific area. Ability to execute highly complex or specialized projects; adapts precedent and may make significant departures from traditional approaches to develop solutions. Responsible for promoting and/or selling the organization's products across multiple or non-specified channels in a designated territory by contacting specialists, physicians, pharmacies and/or distributors.
760.491.341	Pharmacy Sales Professional - Senior	Life Sciences	Life Science Sales	Professional	Senior	Individual contributor that is fully proficient in applying established standards; knowledge based acquired from several years of experience in particular area. Works independently; may instruct or coach other professionals. Sells organization products to pharmacies and other retail outlets. Responsible for meeting sales objectives.

760.491.342	Specialist/Clinic Sales Representative - Senior	Life Sciences	Life Science Sales	Professional	Senior	Individual contributor that is fully proficient in applying established standards; knowledge based acquired from several years of experience in particular area. Works independently; may instruct or coach other professionals. Calls primarily on specialists at hospitals or clinics or sells directly to the hospital or clinic where it is not large enough to be a key account. Responsible for meeting sales objectives.
760.491.343	Practitioner / Physician Sales Representative - Senior	Life Sciences	Life Science Sales	Professional	Senior	Individual contributor that is fully proficient in applying established standards; knowledge based acquired from several years of experience in particular area. Works independently; may instruct or coach other professionals. Responsible for promoting the organization's products to General Practitioners or Physicians in order to achieve pre-established targets and meet sales objectives.

760.491.344	Channel / Distributor Sales Representative - Senior	Life Sciences	Life Science Sales	Professional	Senior	Individual contributor that is fully proficient in applying established standards; knowledge based acquired from several years of experience in particular area. Works independently; may instruct or coach other professionals. Drives sales of organization's products and related revenues through a network of distribution partners. Evaluates, selects, manages and supports distributors with the goal of maximizing related revenue generation. Collects payments and supervises distributor timely payment. Monitors, coordinates and ensures sufficient supply of organization's products to distributor.
760.491.345	Medical Sales Representative - Senior	Life Sciences	Life Science Sales	Professional	Senior	Individual contributor that is fully proficient in applying established standards; knowledge based acquired from several years of experience in particular area. Works independently; may instruct or coach other professionals. Responsible for promoting and/or selling the organization's products across multiple or non-specified channels in a designated territory by contacting specialists, physicians, pharmacies and/or distributors.
760.491.351	Pharmacy Sales Professional - Experienced	Life Sciences	Life Science Sales	Professional	Experienced	Individual contributor that works under limited supervision. Applies subject matter knowledge; requires capacity to understand specific needs or requirements to apply skills/knowledge. Sells organization products to pharmacies and other retail outlets. Responsible for meeting sales objectives.

760.491.352	Specialist/Clinic Sales Representative - Experienced	Life Sciences	Life Science Sales	Professional	Experienced	Individual contributor that works under limited supervision. Applies subject matter knowledge; requires capacity to understand specific needs or requirements to apply skills/knowledge. Calls primarily on specialists at hospitals or clinics or sells directly to the hospital or clinic where it is not large enough to be a key account. Responsible for meeting sales objectives.
760.491.353	Practitioner / Physician Sales Representative - Experienced	Life Sciences	Life Science Sales	Professional	Experienced	Individual contributor that works under limited supervision. Applies subject matter knowledge; requires capacity to understand specific needs or requirements to apply skills/knowledge. Responsible for promoting the organization's products to General Practitioners or Physicians in order to achieve pre-established targets and meet sales objectives.
760.491.354	Channel / Distributor Sales Representative - Experienced	Life Sciences	Life Science Sales	Professional	Experienced	Individual contributor that works under limited supervision. Applies subject matter knowledge; requires capacity to understand specific needs or requirements to apply skills/knowledge. Drives sales of organization's products and related revenues through a network of distribution partners. Evaluates, selects, manages and supports distributors with the goal of maximizing related revenue generation. Collects payments and supervises distributor timely payment. Monitors, coordinates and ensures sufficient supply of organization's products to distributor.

760.491.355	Medical Sales Representative - Experienced	Life Sciences	Life Science Sales	Professional	Experienced	Individual contributor that works under limited supervision. Applies subject matter knowledge; requires capacity to understand specific needs or requirements to apply skills/knowledge. Responsible for promoting and/or selling the organization's products across multiple or non-specified channels in a designated territory by contacting specialists, physicians, pharmacies and/or distributors.
760.491.361	Pharmacy Sales Professional - Entry	Life Sciences	Life Science Sales	Professional	Entry	Individual contributor representing the most common entry point for this career stream; works under direct supervision. Sells organization products to pharmacies and other retail outlets. Responsible for meeting sales objectives.
760.491.362	Specialist/Clinic Sales Representative - Entry	Life Sciences	Life Science Sales	Professional	Entry	Individual contributor representing the most common entry point for this career stream; works under direct supervision. Calls primarily on specialists at hospitals or clinics or sells directly to the hospital or clinic where it is not large enough to be a key account. Responsible for meeting sales objectives.
760.491.363	Practitioner / Physician Sales Representative - Entry	Life Sciences	Life Science Sales	Professional	Entry	Individual contributor representing the most common entry point for this career stream; works under direct supervision. Responsible for promoting the organization's products to General Practitioners or Physicians in order to achieve pre-established targets and meet sales objectives.

760.491.364	Channel / Distributor Sales Representative - Entry	Life Sciences	Life Science Sales	Professional	Entry	Individual contributor representing the most common entry point for this career stream; works under direct supervision. Drives sales of organization's products and related revenues through a network of distribution partners. Evaluates, selects, manages and supports distributors with the goal of maximizing related revenue generation. Collects payments and supervises distributor timely payment. Monitors, coordinates and ensures sufficient supply of organization's products to distributor.
760.491.365	Medical Sales Representative - Entry	Life Sciences	Life Science Sales	Professional	Entry	Individual contributor representing the most common entry point for this career stream; works under direct supervision. Responsible for promoting and/or selling the organization's products across multiple or non-specified channels in a designated territory by contacting specialists, physicians, pharmacies and/or distributors.

760.512.211	Clinical Education - Senior Manager	Life Sciences	Sales Training	Management	Senior Manager	Manages within a nominated sub-function or related sub-functions; typically a highly experienced manager. Decisions tend to be more tactical and operational; geographic scope of operation tends to be at the country level. Typically accountable for budget and policy recommendations and medium-term planning. Provides clinical sales field support to both new and existing customers and other field personnel. Conducts on-site education and consulting, and supports establishment and maintenance of customer relations with healthcare professionals and organizations. Also participates and develops presentations for conventions, forums, and meetings for the purpose of promoting product awareness; shares product information/data analysis to clinical research groups. May provide technical expertise and troubleshooting to practitioners during clinical procedures/operations. Requires education in a health-related field and clinical experience. May have RN or Pharm D.

760.512.221	Clinical Education Manager	Life Sciences	Sales Training	Management	Manager	Managing teams with focus on policy and strategy implementation and control rather than development; short-term operational/tactical responsibilities. Provides clinical sales field support to both new and existing customers and other field personnel. Conducts on-site education and consulting, and supports establishment and maintenance of customer relations with healthcare professionals and organizations. Also participates and develops presentations for conventions, forums, and meetings for the purpose of promoting product awareness; shares product information/data analysis to clinical research groups. May provide technical expertise and troubleshooting to practitioners during clinical procedures/operations. Requires education in a health-related field and clinical experience. May have RN or Pharm D.

760.512.231	Clinical Education Supervisor	Life Sciences	Sales Training	Management	Team Leader (Professionals)	Leads/supervises a team of 2 or more professionals; first level manager of a work team that could comprise professionals, technical and/or administrative staff. Typically without budget or hire/fire authority. Focuses on mentoring, coaching, and coordination. Provides clinical sales field support to both new and existing customers and other field personnel. Conducts on-site education and consulting, and supports establishment and maintenance of customer relations with healthcare professionals and organizations. Also participates and develops presentations for conventions, forums, and meetings for the purpose of promoting product awareness; shares product information/data analysis to clinical research groups. May provide technical expertise and troubleshooting to practitioners during clinical procedures/operations. Requires education in a health-related field and clinical experience. May have RN or Pharm D.

760.512.331	Clinical Education Professional - Specialist	Life Sciences	Sales Training	Professional	Specialist	Individual contributor with comprehensive knowledge in specific area. Ability to execute highly complex or specialized projects; adapts precedent and may make significant departures from traditional approaches to develop solutions. Provides clinical sales field support to both new and existing customers and other field personnel. Conducts on-site education and consulting, and supports establishment and maintenance of customer relations with healthcare professionals and organizations. Also participates and develops presentations for conventions, forums, and meetings for the purpose of promoting product awareness; shares product information/data analysis to clinical research groups. May provide technical expertise and troubleshooting to practitioners during clinical procedures/operations. Requires education in a health-related field and clinical experience. May have RN or Pharm D.

760.512.341	Clinical Education Professional - Senior	Life Sciences	Sales Training	Professional	Senior	Individual contributor that is fully proficient in applying established standards; knowledge based acquired from several years of experience in particular area. Works independently; may instruct or coach other professionals. Provides clinical sales field support to both new and existing customers and other field personnel. Conducts on-site education and consulting, and supports establishment and maintenance of customer relations with healthcare professionals and organizations. Also participates and develops presentations for conventions, forums, and meetings for the purpose of promoting product awareness; shares product information/data analysis to clinical research groups. May provide technical expertise and troubleshooting to practitioners during clinical procedures/operations. Requires education in a health-related field and clinical experience. May have RN or Pharm D.

760.512.351	Clinical Education Professional - Experienced	Life Sciences	Sales Training	Professional	Experienced	Individual contributor that works under limited supervision. Applies subject matter knowledge; requires capacity to understand specific needs or requirements to apply skills/knowledge. Provides clinical sales field support to both new and existing customers and other field personnel. Conducts on-site education and consulting, and supports establishment and maintenance of customer relations with healthcare professionals and organizations. Also participates and develops presentations for conventions, forums, and meetings for the purpose of promoting product awareness; shares product information/data analysis to clinical research groups. May provide technical expertise and troubleshooting to practitioners during clinical procedures/operations. Requires education in a health-related field and clinical experience. May have RN or Pharm D.

760.512.361	Clinical Education Professional - Entry	Life Sciences	Sales Training	Professional	Entry	Individual contributor representing the most common entry point for this career stream; works under direct supervision. Provides clinical sales field support to both new and existing customers and other field personnel. Conducts on-site education and consulting, and supports establishment and maintenance of customer relations with healthcare professionals and organizations. Also participates and develops presentations for conventions, forums, and meetings for the purpose of promoting product awareness; shares product information/data analysis to clinical research groups. May provide technical expertise and troubleshooting to practitioners during clinical procedures/operations. Requires education in a health-related field and clinical experience. May have RN or Pharm D.

760.526.130	Head of Medical Devices Field Services - Sub-Function	Life Sciences	Field Service	Executive	Sub-Function Head	Leads the Medical Devices Field Services Sub-Function. Provides short to medium-term tactical direction and operational oversight. May specify new products, processes and standards to support corporate strategies including interpretation and application. As the Head of the Medical Devices Field Services Sub-Function, sets the tactical direction for technical analysis of product implementations, modifications and enhancements to product in accordance with specific customer specifications and implementations. Troubleshoots technical problems and issues, determines technical solution in accordance with product and customer specifications, and recommends actions to company or customer representatives for coordinative product solution. Assesses product needs in accordance with customer specifications. Conducts technical training and product briefing with customers, vendors and company representatives. Acts as local on-site representative to customer's organization.

760.526.210	Field Services - Senior Manager - Medical Devices	Life Sciences	Field Service	Management	Senior Manager	Manages within the Medical Device Field Service Sub-Function; typically a highly experienced manager. Decisions tend to be more tactical and operational; geographic scope of operation tends to be at the country level. Typically accountable for budget. As the Senior Manager of the Medical Device Field Services Sub-Function, manages and develops strategies for technical analysis of product implementations, modifications and enhancements to product in accordance with specific customer specifications and implementations. Troubleshoots technical problems and issues, determines technical solution in accordance with product and customer specifications, and recommends actions to company or customer representatives for coordinative product solution. Assesses product needs in accordance with customer specifications. Conducts technical training and product briefing with customers, vendors and company representatives. Acts as local on-site representative to customer's organization.

760.526.220	Field Services Manager - Medical Devices	Life Sciences	Field Service	Management	Manager	Manages teams within the Medical Device Field Service Sub-Function. Focus is on policy and strategy implementation and control rather than development. Typically handles short-term operational/tactical responsibilities. As the Manager of the Medical Device Field Services Sub-Function, oversees the strategy implementation and operations for technical analysis of product implementations, modifications and enhancements to product in accordance with specific customer specifications and implementations. Troubleshoots technical problems and issues, determines technical solution in accordance with product and customer specifications, and recommends actions to company or customer representatives for coordinative product solution. Assesses product needs in accordance with customer specifications. Conducts technical training and product briefing with customers, vendors and company representatives. Acts as local on-site representative to customer's organization.

760.526.230	Field Services Supervisor - Medical Devices	Life Sciences	Field Service	Management	Team Leader (Professionals)	Leads/supervises a team of more than 2 professionals within the Medical Device Field Service Sub-Function; first level manager of a work team that may comprise professionals, technical and/or administrative staff. Typically without budget or hire/fire authority. Focuses on mentoring, coaching, and coordination. As the Supervisor of the Medical Devices Field Service Sub-Function, supervises professionals in technical analysis of product implementations, modifications and enhancements to product in accordance with specific customer specifications and implementations. Troubleshoots technical problems and issues, determines technical solution in accordance with product and customer specifications, and recommends actions to company or customer representatives for coordinative product solution. Assesses product needs in accordance with customer specifications. Conducts technical training and product briefing with customers, vendors and company representatives. Acts as local on-site representative to customer's organization.

760.526.330	Field Services Professional - Specialist - Medical Devices	Life Sciences	Field Service	Professional	Specialist	Specialist professional individual contributor with comprehensive knowledge in the area of Medical Device Field Service. Ability to execute highly complex or specialized projects; adapts precedent and may make significant departures from traditional approaches to develop solutions. As the Specialist in the Medical Device Field Services Sub-Function, considered as highly experienced and knowledgeable resource within the organization in technical analysis of product implementations, modifications and enhancements to product in accordance with specific customer specifications and implementations. Troubleshoots technical problems and issues, determines technical solution in accordance with product and customer specifications, and recommends actions to company or customer representatives for coordinative product solution. Assesses product needs in accordance with customer specifications. Conducts technical training and product briefing with customers, vendors and company representatives. Acts as local on-site representative to customer's organization.

760.526.340	Field Services Professional - Senior - Medical Devices	Life Sciences	Field Service	Professional	Senior	Senior professional individual contributor that is fully proficient in applying established standards; knowledge base acquired from several years of experience in the area of Medical Device Field Service. Works independently; may instruct or coach other professionals. As the Senior professional in the Medical Device Field Services Sub-Function, leads important projects in technical analysis of product implementations, modifications and enhancements to product in accordance with specific customer specifications and implementations. Troubleshoots technical problems and issues, determines technical solution in accordance with product and customer specifications, and recommends actions to company or customer representatives for coordinative product solution. Assesses product needs in accordance with customer specifications. Conducts technical training and product briefing with customers, vendors and company representatives. Acts as local on-site representative to customer's organization.

760.526.350	Field Services Professional - Experienced - Medical Devices	Life Sciences	Field Service	Professional	Experienced	Experienced professional individual contributor that works under limited supervision. Applies subject matter knowledge in the area of Medical Device Field Service; requires capacity to apply skills/knowledge within the context of specific needs or requirements. As the Experienced professional in the Medical Device Field Services Sub-Function, possesses well developed skills in technical analysis of product implementations, modifications and enhancements to product in accordance with specific customer specifications and implementations. Troubleshoots technical problems and issues, determines technical solution in accordance with product and customer specifications, and recommends actions to company or customer representatives for coordinative product solution. Assesses product needs in accordance with customer specifications. Conducts technical training and product briefing with customers, vendors and company representatives. Acts as local on-site representative to customer's organization.

760.526.360	Field Services Professional - Entry - Medical Devices	Life Sciences	Field Service	Professional	Entry	Entry level professional individual contributor representing the most common entry point for this career stream; works under direct supervision in the Medical Device Field Service area. As the Entry level professional in the Medical Device Field Services Sub-Function, applies broad knowledge in technical analysis of product implementations, modifications and enhancements to product in accordance with specific customer specifications and implementations. Troubleshoots technical problems and issues, determines technical solution in accordance with product and customer specifications, and recommends actions to company or customer representatives for coordinative product solution. Assesses product needs in accordance with customer specifications. Conducts technical training and product briefing with customers, vendors and company representatives. Acts as local on-site representative to customer's organization.

760.526.410	Field Services Technician - Senior - Medical Devices	Life Sciences	Field Service	Para-Professional	Senior	Individual contributor that is fully proficient in applying established standards; knowledge based acquired from several years of experience in particular area. Works independently; may instruct or coach other para-professionals. Installs, operates, maintains, repairs and modifies equipment. Performs a variety of maintenance and technical support on products such as equipment, integrated systems and subsystems, and software at customer and/or field locations. Analyzes and evaluates products and related performance. Troubleshoots and diagnoses malfunctions to eliminate problem in minimum time. Installs, upgrades and removes products ensuring coordinative engineering field change. Maintains effective customer communications and relations. May provide onsite training of customer support personnel.

760.526.420	Field Services Technician - Experienced - Medical Devices	Life Sciences	Field Service	Para-Professional	Experienced	Individual contributor that works under limited supervision. Applies subject matter knowledge; requires capacity to understand specific needs or requirements to apply skills/knowledge. Installs, operates, maintains, repairs and modifies equipment. Performs a variety of maintenance and technical support on products such as equipment, integrated systems and subsystems, and software at customer and/or field locations. Analyzes and evaluates products and related performance. Troubleshoots and diagnoses malfunctions to eliminate problem in minimum time. Installs, upgrades and removes products ensuring coordinative engineering field change. Maintains effective customer communications and relations. May provide onsite training of customer support personnel.

760.526.430	Field Services Technician - Entry - Medical Devices	Life Sciences	Field Service	Para-Professional	Entry	Individual contributor representing the most common entry point for this career stream; works under direct supervision. Installs, operates, maintains, repairs and modifies equipment. Performs a variety of maintenance and technical support on products such as equipment, integrated systems and subsystems, and software at customer and/or field locations. Analyzes and evaluates products and related performance. Troubleshoots and diagnoses malfunctions to eliminate problem in minimum time. Installs, upgrades and removes products ensuring coordinative engineering field change. Maintains effective customer communications and relations. May provide onsite training of customer support personnel.
760.612.220	Drug Supply Manager	Life Sciences	Distribution/Dispatching	Management	Manager	Managing teams with focus on policy and strategy implementation and control rather than development; short-term operational/tactical responsibilities. Packages, labels, assembles, and ships clinical supplies used in clinical trials in compliance with good manufacturing practices (GMP) regulations. Responsible for records maintenance, protocol evaluation, coding of samples, and storage of approved materials. Maintains batch records and clinical supplies database. May have responsibility for manufacture of the active ingredients and dosage forms for clinical supplies.

760.612.230	Drug Supply Supervisor	Life Sciences	Distribution/Dispatching	Management	Team Leader (Professionals)	Leads/supervises a team of 2 or more professionals; first level manager of a work team that could comprise professionals, technical and/or administrative staff. Typically without budget or hire/fire authority. Focuses on mentoring, coaching, and coordination. Packages, labels, assembles, and ships clinical supplies used in clinical trials in compliance with good manufacturing practices (GMP) regulations. Responsible for records maintenance, protocol evaluation, coding of samples, and storage of approved materials. Maintains batch records and clinical supplies database. May have responsibility for manufacture of the active ingredients and dosage forms for clinical supplies.
760.612.330	Drug Supply Coordinator - Specialist	Life Sciences	Distribution/Dispatching	Professional	Specialist	Individual contributor with comprehensive knowledge in specific area. Ability to execute highly complex or specialized projects; adapts precedent and may make significant departures from traditional approaches to develop solutions. Packages, labels, assembles, and ships clinical supplies used in clinical trials in compliance with good manufacturing practices (GMP) regulations. Responsible for records maintenance, protocol evaluation, coding of samples, and storage of approved materials. Maintains batch records and clinical supplies database. May have responsibility for manufacture of the active ingredients and dosage forms for clinical supplies.

760.612.340	Drug Supply Coordinator - Senior	Life Sciences	Distribution/Dispatching	Professional	Senior	Individual contributor that is fully proficient in applying established standards; knowledge based acquired from several years of experience in particular area. Works independently; may instruct or coach other professionals. Packages, labels, assembles, and ships clinical supplies used in clinical trials in compliance with good manufacturing practices (GMP) regulations. Responsible for records maintenance, protocol evaluation, coding of samples, and storage of approved materials. Maintains batch records and clinical supplies database. May have responsibility for manufacture of the active ingredients and dosage forms for clinical supplies.
760.612.350	Drug Supply Coordinator - Experienced	Life Sciences	Distribution/Dispatching	Professional	Experienced	Individual contributor that works under limited supervision. Applies subject matter knowledge; requires capacity to understand specific needs or requirements to apply skills/knowledge. Packages, labels, assembles, and ships clinical supplies used in clinical trials in compliance with good manufacturing practices (GMP) regulations. Responsible for records maintenance, protocol evaluation, coding of samples, and storage of approved materials. Maintains batch records and clinical supplies database. May have responsibility for manufacture of the active ingredients and dosage forms for clinical supplies.

760.612.360	Drug Supply Coordinator - Entry	Life Sciences	Distribution/Dispatching	Professional	Entry	Individual contributor representing the most common entry point for this career stream; works under direct supervision. Packages, labels, assembles, and ships clinical supplies used in clinical trials in compliance with good manufacturing practices (GMP) regulations. Responsible for records maintenance, protocol evaluation, coding of samples, and storage of approved materials. Maintains batch records and clinical supplies database. May have responsibility for manufacture of the active ingredients and dosage forms for clinical supplies.
760.612.410	Drug Supply Clerk - Senior	Life Sciences	Distribution/Dispatching	Para-Professional	Senior	Individual contributor that is fully proficient in applying established standards; knowledge based acquired from several years of experience in particular area. Works independently; may instruct or coach other para-professionals. Packages, labels, assembles, and ships clinical supplies used in clinical trials in compliance with good manufacturing practices (GMP) regulations. Responsible for records maintenance, protocol evaluation, coding of samples, and storage of approved materials. Maintains batch records and clinical supplies database. May have responsibility for manufacture of the active ingredients and dosage forms for clinical supplies.

760.612.420	Drug Supply Clerk - Experienced	Life Sciences	Distribution/Dispatching	Para-Professional	Experienced	Individual contributor that works under limited supervision. Applies subject matter knowledge; requires capacity to understand specific needs or requirements to apply skills/knowledge. Packages, labels, assembles, and ships clinical supplies used in clinical trials in compliance with good manufacturing practices (GMP) regulations. Responsible for records maintenance, protocol evaluation, coding of samples, and storage of approved materials. Maintains batch records and clinical supplies database. May have responsibility for manufacture of the active ingredients and dosage forms for clinical supplies.

760.628.132	Pre-Clinical Research Director	Life Sciences	Applied Research	Executive	Sub-Function Head	Leads a sub-function or a corporate staff function. Provides short to medium-term tactical direction and operational oversight. May specify new products, processes and standards to support corporate strategies including the interpretation and application of broad policy guidelines. Identifies and validates molecular targets that play a key role in a particular disease process. Studies origin, relationship, development, anatomy, functions, and chemical processes of living organisms. Analyzes materials to determine their toxic or nontoxic properties, binding and efficacy. Isolates or purifies analyzes, and identifies hormones, minerals, proteins, and/or cultures of microorganisms to determine their biological properties. Examines and conducts research on chemical aspects chemistry of cells and cell division. Requires an understanding of one or more of the following: molecular biology, biochemistry, microbiology, cell biology, biophysics, virology and/or immunology. May identify and produce small quantities of new drugs, pharmaceutical compounds and/or nutrients. May develop an assay which employs in-vitro and/or in-vivo biological and immunological systems.

760.628.133	Head of Pharmacokinetics / Drug Metabolism - Sub-Function	Life Sciences	Applied Research	Executive	Sub-Function Head	Leads the Pharmacokinetics/Drug Metabolism Sub-Function. Provides short to medium-term tactical direction and operational oversight. May specify new products, processes and standards to support corporate strategies including interpretation and application. As the Head of the Pharmacokinetics/Drug Metabolism Sub-Function, sets the tactical direction for designing and conducting absorption, distribution, metabolism and excretion (ADME) research on compounds, drug agents and metabolites in pre-clinical and/or clinical development. Using a physicochemical approach, attempts to compile various data such as absorption and excretion rates and drug agent half-life in order to establish pharmacokinetic profiles of new chemical and/or molecular entities as well as determining the optimum and safe dosage forms for compounds that have been determined to have indications for various disease groups. Responsible for developing protocols and/or preparing study documentation and findings to support domestic and international submissions of new drugs. May include modeling and simulation. May conduct studies using parametric optimization approach.

760.628.134	Head of Toxicology - Sub-Function	Life Sciences	Applied Research	Executive	Sub-Function Head	Leads the Toxicology Sub-Function. Provides short to medium-term tactical direction and operational oversight. May specify new products, processes and standards to support corporate strategies including interpretation and application. As the Head of the Toxicology Sub-Function, sets the tactical direction for conducting and summarizing toxicology safety studies on new drug substances. Designs toxicology strategies and programs. Studies the effects of chemical substances on animals and conducts toxicology investigations on experimental drugs; conducts postmortem toxicology - investigations on experimental drugs in animals; develops and improves methods for drug safety evaluation; analyzes and prepares reports of findings; performs advisory functions in dealing with items found to contain toxic material; and completes and/or reviews toxicology section of submissions to regulatory agencies.

760.628.137	Head of Pathology Science - Sub-Function	Life Sciences	Applied Research	Executive	Sub-Function Head	Leads the Pathology Science Sub-Function. Provides short to medium-term tactical direction and operational oversight. May specify new products, processes and standards to support corporate strategies including interpretation and application. As the Head of the Pathology Science Sub-Function, sets the tactical direction for evaluating data collected on body tissue, fluids, secretions, and other specimens utilizing laboratory procedures. Conducts postmortem phases of toxicology studies. Reports the results of these investigations as sections of submissions to regulatory agencies. Maintains constructive interactions and information flow with other members of the new drug project teams. Provides support and possible interpretation using histochemistry, histopathology, morphology, histology, or electron microscopy.

760.628.212	Pre-Clinical Research - Senior Manager	Life Sciences	Applied Research	Management	Senior Manager	Manages within a nominated sub-function or related sub-functions; typically a highly experienced manager. Decisions tend to be more tactical and operational; geographic scope of operation tends to be at the country level. Typically accountable for budget and policy recommendations and medium-term planning. Identifies and validates molecular targets that play a key role in a particular disease process. Studies origin, relationship, development, anatomy, functions, and chemical processes of living organisms. Analyzes materials to determine their toxic or nontoxic properties, binding and efficacy. Isolates or purifies analyzes, and identifies hormones, minerals, proteins, and/or cultures of microorganisms to determine their biological properties. Examines and conducts research on chemical aspects chemistry of cells and cell division. Requires an understanding of one or more of the following: molecular biology, biochemistry, microbiology, cell biology, biophysics, virology and/or immunology. May identify and produce small quantities of new drugs, pharmaceutical compounds and/or nutrients. May develop an assay which employs in-vitro and/or in-vivo biological and immunological systems.

760.628.213	Pharmacokinetics / Drug Metabolism - Senior Manager	Life Sciences	Applied Research	Management	Senior Manager	Manages within the Pharmacokinetics/Drug Metabolism Sub-Function; typically a highly experienced manager. Decisions tend to be more tactical and operational; geographic scope of operation tends to be at the country level. Typically accountable for budget. As the Senior Manager of the Pharmacokinetics/Drug Metabolism Sub-Function, manages and develops strategies for designing and conducting absorption, distribution, metabolism and excretion (ADME) research on compounds, drug agents and metabolites in pre-clinical and/or clinical development. Using a physicochemical approach, attempts to compile various data such as absorption and excretion rates and drug agent half-life in order to establish pharmacokinetic profiles of new chemical and/or molecular entities as well as determining the optimum and safe dosage forms for compounds that have been determined to have indications for various disease groups. Responsible for developing protocols and/or preparing study documentation and findings to support domestic and international submissions of new drugs. May include modeling and simulation. May conduct studies using parametric optimization approach.

760.628.214	Toxicology - Senior Manager	Life Sciences	Applied Research	Management	Senior Manager	Manages within the Toxicology Sub-Function; typically a highly experienced manager. Decisions tend to be more tactical and operational; geographic scope of operation tends to be at the country level. Typically accountable for budget. As the Senior Manager of the Toxicology Sub-Function, manages and develops strategies for conducting and summarizing toxicology safety studies on new drug substances. Designs toxicology strategies and programs. Studies the effects of chemical substances on animals and conducts toxicology investigations on experimental drugs; conducts postmortem toxicology - investigations on experimental drugs in animals; develops and improves methods for drug safety evaluation; analyzes and prepares reports of findings; performs advisory functions in dealing with items found to contain toxic material; and completes and/or reviews toxicology section of submissions to regulatory agencies.

760.628.217	Pathology Science - Senior Manager	Life Sciences	Applied Research	Management	Senior Manager	Manages within the Pathology Science Sub-Function; typically a highly experienced manager. Decisions tend to be more tactical and operational; geographic scope of operation tends to be at the country level. Typically accountable for budget. As the Senior Manager of the Pathology Science Sub-Function, manages and develops strategies for evaluating data collected on body tissue, fluids, secretions, and other specimens utilizing laboratory procedures. Conducts postmortem phases of toxicology studies. Reports the results of these investigations as sections of submissions to regulatory agencies. Maintains constructive interactions and information flow with other members of the new drug project teams. Provides support and possible interpretation using histochemistry, histopathology, morphology, histology, or electron microscopy.

760.628.222	Pre-Clinical Research - Manager	Life Sciences	Applied Research	Management	Manager	Managing teams with focus on policy and strategy implementation and control rather than development; short-term operational/tactical responsibilities. Identifies and validates molecular targets that play a key role in a particular disease process. Studies origin, relationship, development, anatomy, functions, and chemical processes of living organisms. Analyzes materials to determine their toxic or nontoxic properties, binding and efficacy. Isolates or purifies analyzes, and identifies hormones, minerals, proteins, and/or cultures of microorganisms to determine their biological properties. Examines and conducts research on chemical aspects chemistry of cells and cell division. Requires an understanding of one or more of the following: molecular biology, biochemistry, microbiology, cell biology, biophysics, virology and/or immunology. May identify and produce small quantities of new drugs, pharmaceutical compounds and/or nutrients. May develop an assay which employs in-vitro and/or in-vivo biological and immunological systems.

760.628.223	Pharmacokinetics / Drug Metabolism Manager	Life Sciences	Applied Research	Management	Manager	Manages teams within the Pharmacokinetics/Drug Metabolism Sub-Function. Focus is on policy and strategy implementation and control rather than development. Typically handles short-term operational/tactical responsibilities. As the Manager of the Pharmacokinetics/Drug Metabolism Sub-Function, oversees the strategy implementation and operations for designing and conducting absorption, distribution, metabolism and excretion (ADME) research on compounds, drug agents and metabolites in pre-clinical and/or clinical development. Using a physicochemical approach, attempts to compile various data such as absorption and excretion rates and drug agent half-life in order to establish pharmacokinetic profiles of new chemical and/or molecular entities as well as determining the optimum and safe dosage forms for compounds that have been determined to have indications for various disease groups. Responsible for developing protocols and/or preparing study documentation and findings to support domestic and international submissions of new drugs. May include modeling and simulation. May conduct studies using parametric optimization approach.

760.628.224	Toxicology Manager	Life Sciences	Applied Research	Management	Manager	Manages teams within the Toxicology Sub-Function. Focus is on policy and strategy implementation and control rather than development. Typically handles short-term operational/tactical responsibilities. As the Manager of the Toxicology Sub-Function, oversees the strategy implementation and operations for conducting and summarizing toxicology safety studies on new drug substances. Designs toxicology strategies and programs. Studies the effects of chemical substances on animals and conducts toxicology investigations on experimental drugs; conducts postmortem toxicology - investigations on experimental drugs in animals; develops and improves methods for drug safety evaluation; analyzes and prepares reports of findings; performs advisory functions in dealing with items found to contain toxic material; and completes and/or reviews toxicology section of submissions to regulatory agencies.

760.628.227	Pathology Science Manager	Life Sciences	Applied Research	Management	Manager	Manages teams within the Pathology Science Sub-Function. Focus is on policy and strategy implementation and control rather than development. Typically handles short-term operational/tactical responsibilities. As the Manager of the Pathology Science Sub-Function, oversees the strategy implementation and operations for evaluating data collected on body tissue, fluids, secretions, and other specimens utilizing laboratory procedures. Conducts postmortem phases of toxicology studies. Reports the results of these investigations as sections of submissions to regulatory agencies. Maintains constructive interactions and information flow with other members of the new drug project teams. Provides support and possible interpretation using histochemistry, histopathology, morphology, histology, or electron microscopy.

760.628.232	Pre-Clinical Research - Supervisor	Life Sciences	Applied Research	Management	Team Leader (Professionals)	Leads/supervises a team of 2 or more professionals; first level manager of a work team that could comprise professionals, technical and/or administrative staff. Typically without budget or hire/fire authority. Focuses on mentoring, coaching, and coordination. Identifies and validates molecular targets that play a key role in a particular disease process. Studies origin, relationship, development, anatomy, functions, and chemical processes of living organisms. Analyzes materials to determine their toxic or nontoxic properties, binding and efficacy. Isolates or purifies analyzes, and identifies hormones, minerals, proteins, and/or cultures of microorganisms to determine their biological properties. Examines and conducts research on chemical aspects chemistry of cells and cell division. Requires an understanding of one or more of the following: molecular biology, biochemistry, microbiology, cell biology, biophysics, virology and/or immunology. May identify and produce small quantities of new drugs, pharmaceutical compounds and/or nutrients. May develop an assay which employs in-vitro and/or in-vivo biological and immunological systems.

760.628.233	Pharmacokinetics / Drug Metabolism Supervisor	Life Sciences	Applied Research	Management	Team Leader (Professionals)	Leads/supervises a team of more than 2 professionals within the Pharmacokinetics/Drug Metabolism Sub-Function; first level manager of a work team that may comprise professionals, technical and/or administrative staff. Typically without budget or hire/fire authority. Focuses on mentoring, coaching, and coordination. As the Supervisor of the Pharmacokinetics/Drug Metabolism Sub-Function, supervises professionals in designing and conducting absorption, distribution, metabolism and excretion (ADME) research on compounds, drug agents and metabolites in pre-clinical and/or clinical development. Using a physicochemical approach, attempts to compile various data such as absorption and excretion rates and drug agent half-life in order to establish pharmacokinetic profiles of new chemical and/or molecular entities as well as determining the optimum and safe dosage forms for compounds that have been determined to have indications for various disease groups. Responsible for developing protocols and/or preparing study documentation and findings to support domestic and international submissions of new drugs. May include modeling and simulation. May conduct studies using parametric optimization approach.

760.628.234	Toxicology Supervisor	Life Sciences	Applied Research	Management	Team Leader (Professionals)	Leads/supervises a team of more than 2 professionals within the Toxicology Sub-Function; first level manager of a work team that may comprise professionals, technical and/or administrative staff. Typically without budget or hire/fire authority. Focuses on mentoring, coaching, and coordination. As the Supervisor of the Toxicology Sub-Function, supervises professionals in conducting and summarizing toxicology safety studies on new drug substances. Designs toxicology strategies and programs. Studies the effects of chemical substances on animals and conducts toxicology investigations on experimental drugs; conducts postmortem toxicology - investigations on experimental drugs in animals; develops and improves methods for drug safety evaluation; analyzes and prepares reports of findings; performs advisory functions in dealing with items found to contain toxic material; and completes and/or reviews toxicology section of submissions to regulatory agencies.

760.628.237	Pathology Science - Team Leader (Professionals)	Life Sciences	Applied Research	Management	Team Leader (Professionals)	Leads/supervises a team of more than 2 professionals within the Pathology Science Sub-Function; first level manager of a work team that may comprise professionals, technical and/or administrative staff. Typically without budget or hire/fire authority. Focuses on mentoring, coaching, and coordination. As the Team Leader (Professionals) of the Pathology Science Sub-Function, supervises professionals in evaluating data collected on body tissue, fluids, secretions, and other specimens utilizing laboratory procedures. Conducts postmortem phases of toxicology studies. Reports the results of these investigations as sections of submissions to regulatory agencies. Maintains constructive interactions and information flow with other members of the new drug project teams. Provides support and possible interpretation using histochemistry, histopathology, morphology, histology, or electron microscopy.

760.628.242	Pre-Clinical Research - Team Leader	Life Sciences	Applied Research	Management	Team Leader (Para-Professionals)	Leads/supervises a team of 2 or more para-professionals; first level manager of a work team that comprises para- professionals. Typically without budget or hire/fire authority. Focuses on mentoring, coaching, and coordination. Identifies and validates molecular targets that play a key role in a particular disease process. Studies origin, relationship, development, anatomy, functions, and chemical processes of living organisms. Analyzes materials to determine their toxic or nontoxic properties, binding and efficacy. Isolates or purifies analyzes, and identifies hormones, minerals, proteins, and/or cultures of microorganisms to determine their biological properties. Examines and conducts research on chemical aspects chemistry of cells and cell division. Requires an understanding of one or more of the following: molecular biology, biochemistry, microbiology, cell biology, biophysics, virology and/or immunology. May identify and produce small quantities of new drugs, pharmaceutical compounds and/or nutrients. May develop an assay which employs in-vitro and/or in-vivo biological and immunological systems.

760.628.247	Pathology Science - Team Leader (Para-Professionals)	Life Sciences	Applied Research	Management	Team Leader (Para-Professionals)	Leads/supervises a team of more than 2 para-professionals within the Pathology Science Sub-Function; first level manager of a work team that comprises para-professionals. Typically without budget or hire/fire authority. Focuses on mentoring, coaching, and coordination. As the Team Leader (Para-Professionals) of the Pathology Science Sub-Function, supervises para-professionals in evaluating data collected on body tissue, fluids, secretions, and other specimens utilizing laboratory procedures. Conducts postmortem phases of toxicology studies. Reports the results of these investigations as sections of submissions to regulatory agencies. Maintains constructive interactions and information flow with other members of the new drug project teams. Provides support and possible interpretation using histochemistry, histopathology, morphology, histology, or electron microscopy.

760.628.312	Pre-Clinical Research Scientist - Pre-eminent	Life Sciences	Applied Research	Professional	Pre-eminent	Individual contributor; superior in excellence; internationally recognized leader and contributor in field of expertise, speaks at national and international forums, contributes to the body of knowledge within area of expertise. Identifies and validates molecular targets that play a key role in a particular disease process. Studies origin, relationship, development, anatomy, functions, and chemical processes of living organizms. Analyzes materials to determine their toxic or nontoxic properties, binding and efficacy. Isolates or purifies analyzes, and identifies hormones, minerals, proteins, and/or cultures of microorganizms to determine their biological properties. Examines and conducts research on chemical aspects chemistry of cells and cell division. Requires an understanding of one or more of the following: molecular biology, biochemistry, microbiology, cell biology, biophysics, virology and/or immunology. May identify and produce small quantities of new drugs, pharmaceutical compounds and/or nutrients. May develop an assay which employs in-vitro and/or in-vivo biological and immunological systems.

760.628.313	Scientist - Pharmacokinetics / Drug Metabolism - Pre-eminent	Life Sciences	Applied Research	Professional	Pre-eminent	Pre-eminent professional individual contributor within the field of Pharmacokinetics/Drug Metabolism; superior in excellence; internationally recognized leader and contributor, speaks at national and international forums, contributes to the body of knowledge within the area of expertise. As the Pre-eminent in the Pharmacokinetics/Drug Metabolism Sub-Function, has fully mastered approaches to designing and conducting absorption, distribution, metabolism and excretion (ADME) research on compounds, drug agents and metabolites in pre-clinical and/or clinical development. Using a physicochemical approach, attempts to compile various data such as absorption and excretion rates and drug agent half-life in order to establish pharmacokinetic profiles of new chemical and/or molecular entities as well as determining the optimum and safe dosage forms for compounds that have been determined to have indications for various disease groups. Responsible for developing protocols and/or preparing study documentation and findings to support domestic and international submissions of new drugs. May include modeling and simulation. May conduct studies using parametric optimization approach.

760.628.314	Toxicologist - Pre-eminent	Life Sciences	Applied Research	Professional	Pre-eminent	Pre-eminent professional individual contributor within the field of Toxicology; superior in excellence; internationally recognized leader and contributor, speaks at national and international forums, contributes to the body of knowledge within the area of expertise. As the Pre-eminent in the Toxicology Sub-Function, has fully mastered approaches to conducting and summarizing toxicology safety studies on new drug substances. Designs toxicology strategies and programs. Studies the effects of chemical substances on animals and conducts toxicology investigations on experimental drugs; conducts postmortem toxicology - investigations on experimental drugs in animals; develops and improves methods for drug safety evaluation; analyzes and prepares reports of findings; performs advisory functions in dealing with items found to contain toxic material; and completes and/or reviews toxicology section of submissions to regulatory agencies.

760.628.322	Pre-Clinical Research Scientist - Expert	Life Sciences	Applied Research	Professional	Expert	Individual contributor and acknowledged expert both within the organization as well as within other organizations. Typically participates in industry/knowledge reference groups. Involves mastery of a specialized discipline and thorough understanding of a number of disciplines. May also require development of new solutions for complex projects. Identifies and validates molecular targets that play a key role in a particular disease process. Studies origin, relationship, development, anatomy, functions, and chemical processes of living organisms. Analyzes materials to determine their toxic or nontoxic properties, binding and efficacy. Isolates or purifies analyzes, and identifies hormones, minerals, proteins, and/or cultures of microorganisms to determine their biological properties. Examines and conducts research on chemical aspects chemistry of cells and cell division. Requires an understanding of one or more of the following: molecular biology, biochemistry, microbiology, cell biology, biophysics, virology and/or immunology. May identify and produce small quantities of new drugs, pharmaceutical compounds and/or nutrients. May develop an assay which employs in-vitro and/or in-vivo biological and immunological systems.

760.628.323	Scientist - Pharmacokinetics / Drug Metabolism - Expert	Life Sciences	Applied Research	Professional	Expert	Expert professional individual contributor within the Pharmacokinetics/Drug Metabolism Sub-Function. Acknowledged expert within & outside the organization. Participates in industry groups. Mastered a specialized discipline, thorough understanding of a number of disciplines, and development of new solutions for complex projects. As the Expert in the Pharmacokinetics/Drug Metabolism Sub-Function, has fully mastered approaches to designing and conducting absorption, distribution, metabolism and excretion (ADME) research on compounds, drug agents and metabolites in pre-clinical and/or clinical development. Using a physicochemical approach, attempts to compile various data such as absorption and excretion rates and drug agent half-life in order to establish pharmacokinetic profiles of new chemical and/or molecular entities as well as determining the optimum and safe dosage forms for compounds that have been determined to have indications for various disease groups. Responsible for developing protocols and/or preparing study documentation and findings to support domestic and international submissions of new drugs. May include modeling and simulation. May conduct studies using parametric optimization approach.

760.628.324	Toxicologist - Expert	Life Sciences	Applied Research	Professional	Expert	Expert professional individual contributor within the Toxicology Sub-Function. Acknowledged expert within & outside the organization. Participates in industry groups. Mastered a specialized discipline, thorough understanding of a number of disciplines, and development of new solutions for complex projects. As the Expert in the Toxicology Sub-Function, has fully mastered approaches to conducting and summarizing toxicology safety studies on new drug substances. Designs toxicology strategies and programs. Studies the effects of chemical substances on animals and conducts toxicology investigations on experimental drugs; conducts postmortem toxicology - investigations on experimental drugs in animals; develops and improves methods for drug safety evaluation; analyzes and prepares reports of findings; performs advisory functions in dealing with items found to contain toxic material; and completes and/or reviews toxicology section of submissions to regulatory agencies.

760.628.327	Pathology Scientist - Expert	Life Sciences	Applied Research	Professional	Expert	Expert professional individual contributor within the Pathology Science Sub-Function. Acknowledged expert within and outside the organization. Participates in industry groups. Mastered a specialized discipline, thorough understanding of a number of disciplines, and development of new solutions for complex projects. As the Expert in the Pathology Science Sub-Function, has fully mastered approaches to evaluating data collected on body tissue, fluids, secretions, and other specimens utilizing laboratory procedures. Conducts postmortem phases of toxicology studies. Reports the results of these investigations as sections of submissions to regulatory agencies. Maintains constructive interactions and information flow with other members of the new drug project teams. Provides support and possible interpretation using histochemistry, histopathology, morphology, histology, or electron microscopy.

760.628.332	Pre-Clinical Research Scientist - Specialist	Life Sciences	Applied Research	Professional	Specialist	Individual contributor with comprehensive knowledge in specific area. Ability to execute highly complex or specialized projects; adapts precedent and may make significant departures from traditional approaches to develop solutions. Identifies and validates molecular targets that play a key role in a particular disease process. Studies origin, relationship, development, anatomy, functions, and chemical processes of living organisms. Analyzes materials to determine their toxic or nontoxic properties, binding and efficacy. Isolates or purifies analyzes, and identifies hormones, minerals, proteins, and/or cultures of microorganisms to determine their biological properties. Examines and conducts research on chemical aspects chemistry of cells and cell division. Requires an understanding of one or more of the following: molecular biology, biochemistry, microbiology, cell biology, biophysics, virology and/or immunology. May identify and produce small quantities of new drugs, pharmaceutical compounds and/or nutrients. May develop an assay which employs in-vitro and/or in-vivo biological and immunological systems.

760.628.333	Scientist - Pharmacokinetics / Drug Metabolism - Specialist	Life Sciences	Applied Research	Professional	Specialist	Specialist professional individual contributor with comprehensive knowledge in the area of Pharmacokinetics/Drug Metabolism. Ability to execute highly complex or specialized projects; adapts precedent and may make significant departures from traditional approaches to develop solutions. As the Specialist in the Pharmacokinetics/Drug Metabolism Sub-Function, considered as highly experienced and knowledgeable resource within the organization in designing and conducting absorption, distribution, metabolism and excretion (ADME) research on compounds, drug agents and metabolites in pre-clinical and/or clinical development. Using a physicochemical approach, attempts to compile various data such as absorption and excretion rates and drug agent half-life in order to establish pharmacokinetic profiles of new chemical and/or molecular entities as well as determining the optimum and safe dosage forms for compounds that have been determined to have indications for various disease groups. Responsible for developing protocols and/or preparing study documentation and findings to support domestic and international submissions of new drugs. May include modeling and simulation. May conduct studies using parametric optimization approach.

760.628.334	Toxicologist - Specialist	Life Sciences	Applied Research	Professional	Specialist	Specialist professional individual contributor with comprehensive knowledge in the area of Toxicology. Ability to execute highly complex or specialized projects; adapts precedent and may make significant departures from traditional approaches to develop solutions. As the Specialist in the Toxicology Sub-Function, considered as highly experienced and knowledgeable resource within the organization in conducting and summarizing toxicology safety studies on new drug substances. Designs toxicology strategies and programs. Studies the effects of chemical substances on animals and conducts toxicology investigations on experimental drugs; conducts postmortem toxicology - investigations on experimental drugs in animals; develops and improves methods for drug safety evaluation; analyzes and prepares reports of findings; performs advisory functions in dealing with items found to contain toxic material; and completes and/or reviews toxicology section of submissions to regulatory agencies.

760.628.337	Pathology Scientist - Specialist	Life Sciences	Applied Research	Professional	Specialist	Specialist professional individual contributor with comprehensive knowledge in the area of Pathology Science. Ability to execute highly complex or specialized projects; adapts precedent and may make significant departures from traditional approaches to develop solutions. As the Specialist in the Pathology Science Sub-Function, considered as highly experienced and knowledgeable resource within the organization in evaluating data collected on body tissue, fluids, secretions, and other specimens utilizing laboratory procedures. Conducts postmortem phases of toxicology studies. Reports the results of these investigations as sections of submissions to regulatory agencies. Maintains constructive interactions and information flow with other members of the new drug project teams. Provides support and possible interpretation using histochemistry, histopathology, morphology, histology, or electron microscopy.

760.628.342	Pre-Clinical Research Scientist - Senior	Life Sciences	Applied Research	Professional	Senior	Individual contributor that is fully proficient in applying established standards; knowledge based acquired from several years of experience in particular area. Works independently; may instruct or coach other professionals. Identifies and validates molecular targets that play a key role in a particular disease process. Studies origin, relationship, development, anatomy, functions, and chemical processes of living organisms. Analyzes materials to determine their toxic or nontoxic properties, binding and efficacy. Isolates or purifies analyzes, and identifies hormones, minerals, proteins, and/or cultures of microorganisms to determine their biological properties. Examines and conducts research on chemical aspects chemistry of cells and cell division. Requires an understanding of one or more of the following: molecular biology, biochemistry, microbiology, cell biology, biophysics, virology and/or immunology. May identify and produce small quantities of new drugs, pharmaceutical compounds and/or nutrients. May develop an assay which employs in-vitro and/or in-vivo biological and immunological systems.

760.628.343	Scientist - Pharmacokinetics / Drug Metabolism - Senior	Life Sciences	Applied Research	Professional	Senior	Senior professional individual contributor that is fully proficient in applying established standards; knowledge base acquired from several years of experience in the area of Pharmacokinetics/Drug Metabolism. Works independently; may instruct or coach other professionals. As the Senior professional in the Pharmacokinetics/Drug Metabolism Sub-Function, leads important projects in designing and conducting absorption, distribution, metabolism and excretion (ADME) research on compounds, drug agents and metabolites in pre-clinical and/or clinical development. Using a physicochemical approach, attempts to compile various data such as absorption and excretion rates and drug agent half-life in order to establish pharmacokinetic profiles of new chemical and/or molecular entities as well as determining the optimum and safe dosage forms for compounds that have been determined to have indications for various disease groups. Responsible for developing protocols and/or preparing study documentation and findings to support domestic and international submissions of new drugs. May include modeling and simulation. May conduct studies using parametric optimization approach.

760.628.344	Toxicologist - Senior	Life Sciences	Applied Research	Professional	Senior	Senior professional individual contributor that is fully proficient in applying established standards; knowledge base acquired from several years of experience in the area of Toxicology. Works independently; may instruct or coach other professionals. As the Senior professional in the Toxicology Sub-Function, leads important projects in conducting and summarizing toxicology safety studies on new drug substances. Designs toxicology strategies and programs. Studies the effects of chemical substances on animals and conducts toxicology investigations on experimental drugs; conducts postmortem toxicology - investigations on experimental drugs in animals; develops and improves methods for drug safety evaluation; analyzes and prepares reports of findings; performs advisory functions in dealing with items found to contain toxic material; and completes and/or reviews toxicology section of submissions to regulatory agencies.

760.628.347	Pathology Scientist - Senior	Life Sciences	Applied Research	Professional	Senior	Senior professional individual contributor that is fully proficient in applying established standards; knowledge base acquired from several years of experience in the area of Pathology Science. Works independently; may instruct or coach other professionals. As the Senior professional in the Pathology Science Sub-Function, leads important projects in evaluating data collected on body tissue, fluids, secretions, and other specimens utilizing laboratory procedures. Conducts postmortem phases of toxicology studies. Reports the results of these investigations as sections of submissions to regulatory agencies. Maintains constructive interactions and information flow with other members of the new drug project teams. Provides support and possible interpretation using histochemistry, histopathology, morphology, histology, or electron microscopy.

760.628.352	Pre-Clinical Research Scientist - Experienced	Life Sciences	Applied Research	Professional	Experienced	Individual contributor that works under limited supervision. Applies subject matter knowledge; requires capacity to understand specific needs or requirements to apply skills/knowledge. Identifies and validates molecular targets that play a key role in a particular disease process. Studies origin, relationship, development, anatomy, functions, and chemical processes of living organizms. Analyzes materials to determine their toxic or nontoxic properties, binding and efficacy. Isolates or purifies analyzes, and identifies hormones, minerals, proteins, and/or cultures of microorganizms to determine their biological properties. Examines and conducts research on chemical aspects chemistry of cells and cell division. Requires an understanding of one or more of the following: molecular biology, biochemistry, microbiology, cell biology, biophysics, virology and/or immunology. May identify and produce small quantities of new drugs, pharmaceutical compounds and/or nutrients. May develop an assay which employs in-vitro and/or in-vivo biological and immunological systems.

760.628.353	Scientist - Pharmacokinetics / Drug Metabolism - Experienced	Life Sciences	Applied Research	Professional	Experienced	Experienced professional individual contributor that works under limited supervision. Applies subject matter knowledge in the area of Pharmacokinetics/Drug Metabolism; requires capacity to apply skills/knowledge within the context of specific needs or requirements. As the Experienced professional in the Pharmacokinetics/Drug Metabolism Sub-Function, possesses well developed skills in designing and conducting absorption, distribution, metabolism and excretion (ADME) research on compounds, drug agents and metabolites in pre-clinical and/or clinical development. Using a physicochemical approach, attempts to compile various data such as absorption and excretion rates and drug agent half-life in order to establish pharmacokinetic profiles of new chemical and/or molecular entities as well as determining the optimum and safe dosage forms for compounds that have been determined to have indications for various disease groups. Responsible for developing protocols and/or preparing study documentation and findings to support domestic and international submissions of new drugs. May include modeling and simulation. May conduct studies using parametric optimization approach.

760.628.354	Toxicologist - Experienced	Life Sciences	Applied Research	Professional	Experienced	Experienced professional individual contributor that works under limited supervision. Applies subject matter knowledge in the area of Toxicology; requires capacity to apply skills/knowledge within the context of specific needs or requirements. As the Experienced professional in the Toxicology Sub-Function, possesses well developed skills in conducting and summarizing toxicology safety studies on new drug substances. Designs toxicology strategies and programs. Studies the effects of chemical substances on animals and conducts toxicology investigations on experimental drugs; conducts postmortem toxicology - investigations on experimental drugs in animals; develops and improves methods for drug safety evaluation; analyzes and prepares reports of findings; performs advisory functions in dealing with items found to contain toxic material; and completes and/or reviews toxicology section of submissions to regulatory agencies.

760.628.357	Pathology Scientist - Experienced	Life Sciences	Applied Research	Professional	Experienced	Experienced professional individual contributor that works under limited supervision. Applies subject matter knowledge in the area of Pathology Science; requires capacity to apply skills/knowledge within the context of specific needs or requirements. As the Experienced professional in the Pathology Science Sub-Function, possesses well developed skills in evaluating data collected on body tissue, fluids, secretions, and other specimens utilizing laboratory procedures. Conducts postmortem phases of toxicology studies. Reports the results of these investigations as sections of submissions to regulatory agencies. Maintains constructive interactions and information flow with other members of the new drug project teams. Provides support and possible interpretation using histochemistry, histopathology, morphology, histology, or electron microscopy.

760.628.362	Pre-Clinical Research Scientist - Entry	Life Sciences	Applied Research	Professional	Entry	Individual contributor representing the most common entry point for this career stream; works under direct supervision. Identifies and validates molecular targets that play a key role in a particular disease process. Studies origin, relationship, development, anatomy, functions, and chemical processes of living organisms. Analyzes materials to determine their toxic or nontoxic properties, binding and efficacy. Isolates or purifies analyzes, and identifies hormones, minerals, proteins, and/or cultures of microorganisms to determine their biological properties. Examines and conducts research on chemical aspects chemistry of cells and cell division. Requires an understanding of one or more of the following: molecular biology, biochemistry, microbiology, cell biology, biophysics, virology and/or immunology. May identify and produce small quantities of new drugs, pharmaceutical compounds and/or nutrients. May develop an assay which employs in-vitro and/or in-vivo biological and immunological systems.

760.628.363	Scientist - Pharmacokinetics / Drug Metabolism - Entry	Life Sciences	Applied Research	Professional	Entry	Entry level professional individual contributor representing the most common entry point for this career stream; works under direct supervision in the Pharmacokinetics/Drug Metabolism area. As the Entry level professional in the Pharmacokinetics/Drug Metabolism Sub-Function, applies broad knowledge in designing and conducting absorption, distribution, metabolism and excretion (ADME) research on compounds, drug agents and metabolites in pre-clinical and/or clinical development. Using a physicochemical approach, attempts to compile various data such as absorption and excretion rates and drug agent half-life in order to establish pharmacokinetic profiles of new chemical and/or molecular entities as well as determining the optimum and safe dosage forms for compounds that have been determined to have indications for various disease groups. Responsible for developing protocols and/or preparing study documentation and findings to support domestic and international submissions of new drugs. May include modeling and simulation. May conduct studies using parametric optimization approach.

760.628.364	Toxicologist - Entry	Life Sciences	Applied Research	Professional	Entry	Entry level professional individual contributor representing the most common entry point for this career stream; works under direct supervision in the Toxicology area. As the Entry level professional in the Toxicology Sub-Function, applies broad knowledge in conducting and summarizing toxicology safety studies on new drug substances. Designs toxicology strategies and programs. Studies the effects of chemical substances on animals and conducts toxicology investigations on experimental drugs; conducts postmortem toxicology - investigations on experimental drugs in animals; develops and improves methods for drug safety evaluation; analyzes and prepares reports of findings; performs advisory functions in dealing with items found to contain toxic material; and completes and/or reviews toxicology section of submissions to regulatory agencies.

760.628.367	Pathology Scientist - Entry	Life Sciences	Applied Research	Professional	Entry	Entry level professional individual contributor representing the most common entry point for this career stream; works under direct supervision in the Pathology Science area. As the Entry level professional in the Pathology Science Sub-Function, applies broad knowledge in evaluating data collected on body tissue, fluids, secretions, and other specimens utilizing laboratory procedures. Conducts postmortem phases of toxicology studies. Reports the results of these investigations as sections of submissions to regulatory agencies. Maintains constructive interactions and information flow with other members of the new drug project teams. Provides support and possible interpretation using histochemistry, histopathology, morphology, histology, or electron microscopy.

760.628.412	Pre-Clinical Research Assistant - Senior	Life Sciences	Applied Research	Para-Professional	Senior	Individual contributor that is fully proficient in applying established standards; knowledge based acquired from several years of experience in particular area. Works independently; may instruct or coach other para-professionals. Identifies and validates molecular targets that play a key role in a particular disease process. Studies origin, relationship, development, anatomy, functions, and chemical processes of living organisms. Analyzes materials to determine their toxic or nontoxic properties, binding and efficacy. Isolates or purifies analyzes, and identifies hormones, minerals, proteins, and/or cultures of microorganisms to determine their biological properties. Examines and conducts research on chemical aspects chemistry of cells and cell division. Requires an understanding of one or more of the following: molecular biology, biochemistry, microbiology, cell biology, biophysics, virology and/or immunology. May identify and produce small quantities of new drugs, pharmaceutical compounds and/or nutrients. May develop an assay which employs in-vitro and/or in-vivo biological and immunological systems.

760.628.422	Pre-Clinical Research Assistant - Experienced	Life Sciences	Applied Research	Para-Professional	Experienced	Individual contributor that works under limited supervision. Applies subject matter knowledge; requires capacity to understand specific needs or requirements to apply skills/knowledge. Identifies and validates molecular targets that play a key role in a particular disease process. Studies origin, relationship, development, anatomy, functions, and chemical processes of living organisms. Analyzes materials to determine their toxic or nontoxic properties, binding and efficacy. Isolates or purifies analyzes, and identifies hormones, minerals, proteins, and/or cultures of microorganisms to determine their biological properties. Examines and conducts research on chemical aspects chemistry of cells and cell division. Requires an understanding of one or more of the following: molecular biology, biochemistry, microbiology, cell biology, biophysics, virology and/or immunology. May identify and produce small quantities of new drugs, pharmaceutical compounds and/or nutrients. May develop an assay which employs in-vitro and/or in-vivo biological and immunological systems.

760.628.432	Pre-Clinical Research Assistant - Entry	Life Sciences	Applied Research	Para-Professional	Entry	Individual contributor representing the most common entry point for this career stream; works under direct supervision. Identifies and validates molecular targets that play a key role in a particular disease process. Studies origin, relationship, development, anatomy, functions, and chemical processes of living organisms. Analyzes materials to determine their toxic or nontoxic properties, binding and efficacy. Isolates or purifies analyzes, and identifies hormones, minerals, proteins, and/or cultures of microorganisms to determine their biological properties. Examines and conducts research on chemical aspects chemistry of cells and cell division. Requires an understanding of one or more of the following: molecular biology, biochemistry, microbiology, cell biology, biophysics, virology and/or immunology. May identify and produce small quantities of new drugs, pharmaceutical compounds and/or nutrients. May develop an assay which employs in-vitro and/or in-vivo biological and immunological systems.

760.636.400	Laboratory Technician - Specialist - General	Life Sciences	Laboratory	Para-Professional	Specialist	Specialist para-professional individual contributor with comprehensive knowledge in the area of Laboratory Technician. Ability to execute highly complex or specialized work. Knowledge acquired from several years of experience or specialist training in particular area. Works independently, applies standards yet adapts precedent and may make departures from established processes to resolve problems. May serve as a working team lead and/or supervise 1 or 2 lower level para-professionals. As the Specialist para-professional in the Laboratory Technician Sub-Function, possesses advanced knowledge in performing a variety of technical procedures such as preparing routine solutions and reagents and performing routine reactions. Makes and records observations; performs simple calculations; and collects and prepares data for evaluation. Conducts laboratory support functions such as stocking and distributing supplies and equipment; arranging and dismantling apparatus; and collecting, washing, and storing glassware. Performs technical and record keeping duties in conformance with company and regulatory policies and standards to meet quality and accuracy requirements. May analyze compounds and manage corporate compound collection. Performs technical procedures in one or more of the following areas: Production, Research and Development, Quality Control/Assurance, and/or Compliance/Environmental.

760.636.410	Laboratory Technician - Senior - General	Life Sciences	Laboratory	Para-Professional	Senior	Senior para-professional individual contributor that is fully proficient in applying established standards; knowledge base acquired from several years of experience in the area of Laboratory Technician. Works independently; may instruct or coach other para-professionals. As the Senior para-professional in the Laboratory Technician Sub-Function, possesses advanced knowledge in performing a variety of technical procedures such as preparing routine solutions and reagents and performing routine reactions. Makes and records observations; performs simple calculations; and collects and prepares data for evaluation. Conducts laboratory support functions such as stocking and distributing supplies and equipment; arranging and dismantling apparatus; and collecting, washing, and storing glassware. Performs technical and record keeping duties in conformance with company and regulatory policies and standards to meet quality and accuracy requirements. May analyze compounds and manage corporate compound collection. Performs technical procedures in one or more of the following areas: Production, Research and Development, Quality Control/Assurance, and/or Compliance/Environmental.

760.636.420	Laboratory Technician - Experienced - General	Life Sciences	Laboratory	Para-Professional	Experienced	Experienced para-professional individual contributor working under limited supervision within the Laboratory Technician sub-function. Applies subject matter knowledge in the area of Laboratory Technician; requires capacity to apply skills/knowledge within the context of specific needs or requirements. As the Experienced para-professional in the Laboratory Technician Sub-Function, possesses specialized knowledge in performing a variety of technical procedures such as preparing routine solutions and reagents and performing routine reactions. Makes and records observations; performs simple calculations; and collects and prepares data for evaluation. Conducts laboratory support functions such as stocking and distributing supplies and equipment; arranging and dismantling apparatus; and collecting, washing, and storing glassware. Performs technical and record keeping duties in conformance with company and regulatory policies and standards to meet quality and accuracy requirements. May analyze compounds and manage corporate compound collection. Performs technical procedures in one or more of the following areas: Production, Research and Development, Quality Control/Assurance, and/or Compliance/Environmental.

760.636.430	Laboratory Technician - Entry - General	Life Sciences	Laboratory	Para-Professional	Entry	Entry para-professional individual contributor representing the most common entry point for this career stream; works under direct supervision within the Laboratory Technician sub-function. As the Entry para-professional in the Laboratory Technician Sub-Function, possesses basic knowledge in performing a variety of technical procedures such as preparing routine solutions and reagents and performing routine reactions. Makes and records observations; performs simple calculations; and collects and prepares data for evaluation. Conducts laboratory support functions such as stocking and distributing supplies and equipment; arranging and dismantling apparatus; and collecting, washing, and storing glassware. Performs technical and record keeping duties in conformance with company and regulatory policies and standards to meet quality and accuracy requirements. May analyze compounds and manage corporate compound collection. Performs technical procedures in one or more of the following areas: Production, Research and Development, Quality Control/Assurance, and/or Compliance/Environmental.

760.644.401	Biochemical Manufacturing Technician - Specialist	Life Sciences	Chemical Engineering	Para-Professional	Specialist	Specialist individual contributor with comprehensive knowledge in the area of Biochemical Manufacturing; ability to execute highly complex or specialized work; knowledge acquired from several years of experience or specialist training in Biochemical Manufacturing. Works independently, applies standards yet adapts precedent and may make departures from established processes to resolve problems. May serve as a working team lead and/or supervise one or two lower level para-professionals. As the Specialist para-professional in the Biochemical Manufacturing Sub-Function, possesses comprehensive knowledge in performing the general operations necessary for the manufacturing operations in a biochemical production facility, including media preparation, fermentation, cell culture, buffer preparation, purification and aseptic operations. Prepares media and buffer solutions; cleans, prepares and autoclaves glassware and components; cleans, sterilizes, batches, and monitors tanks and fermenters; operates filtration; fill-finish and liquid chromatography equipment. Operates computers for process control and data entry; follows standard operating procedures; manufacturing tickets, forms good manufacturing practices, and safety guidelines; and recognizes and reports any abnormal events or circumstances.

760.644.411	Biochemical Manufacturing Technician - Senior	Life Sciences	Chemical Engineering	Para-Professional	Senior	Senior para-professional individual contributor that is fully proficient in applying established standards; knowledge base acquired from several years of experience in the area of Biochemical Manufacturing. Works independently; may instruct or coach other para-professionals. As the Senior para-professional in the Biochemical Manufacturing Sub-Function, possesses advanced knowledge in performing the general operations necessary for the manufacturing operations in a biochemical production facility, including media preparation, fermentation, cell culture, buffer preparation, purification and aseptic operations. Prepares media and buffer solutions; cleans, prepares and autoclaves glassware and components; cleans, sterilizes, batches, and monitors tanks and fermenters; operates filtration; fill-finish and liquid chromatography equipment. Operates computers for process control and data entry; follows standard operating procedures; manufacturing tickets, forms good manufacturing practices, and safety guidelines; and recognizes and reports any abnormal events or circumstances.

760.644.421	Biochemical Manufacturing Technician - Experienced	Life Sciences	Chemical Engineering	Para-Professional	Experienced	Experienced para-professional individual contributor working under limited supervision within the Biochemical Manufacturing sub-function. Applies subject matter knowledge in the area of Biochemical Manufacturing; requires capacity to apply skills/knowledge within the context of specific needs or requirements. As the Experienced para-professional in the Biochemical Manufacturing Sub-Function, possesses specialized knowledge in performing the general operations necessary for the manufacturing operations in a biochemical production facility, including media preparation, fermentation, cell culture, buffer preparation, purification and aseptic operations. Prepares media and buffer solutions; cleans, prepares and autoclaves glassware and components; cleans, sterilizes, batches, and monitors tanks and fermenters; operates filtration; fill-finish and liquid chromatography equipment. Operates computers for process control and data entry; follows standard operating procedures; manufacturing tickets, forms good manufacturing practices, and safety guidelines; and recognizes and reports any abnormal events or circumstances.

760.644.431	Biochemical Manufacturing Technician - Entry	Life Sciences	Chemical Engineering	Para-Professional	Entry	Entry para-professional individual contributor representing the most common entry point for this career stream; works under direct supervision within the Biochemical Manufacturing sub-function. As the Entry para-professional in the Biochemical Manufacturing Sub-Function, possesses basic knowledge in performing the general operations necessary for the manufacturing operations in a biochemical production facility, including media preparation, fermentation, cell culture, buffer preparation, purification and aseptic operations. Prepares media and buffer solutions; cleans, prepares and autoclaves glassware and components; cleans, sterilizes, batches, and monitors tanks and fermenters; operates filtration; fill-finish and liquid chromatography equipment. Operates computers for process control and data entry; follows standard operating procedures; manufacturing tickets, forms good manufacturing practices, and safety guidelines; and recognizes and reports any abnormal events or circumstances.

760.704.210	Manufacturing Process Development - Life Sciences - Senior Manager	Life Sciences	Manufacturing/Process/Design Engineering	Management	Senior Manager	Manages within the Manufacturing Process Development Sub-Function; typically a highly experienced manager. Decisions tend to be more tactical and operational; geographic scope of operation tends to be at the country level. Typically accountable for budget. As the Senior Manager of the Manufacturing Process Development Sub-Function, manages and develops strategies for designing and developing manufacturing processes for life sciences products, taking into consideration problems inherent in the transfer of technology from research to manufacturing. Such design and development may include new or revised processes. Develops procedures for the economical mass production in cooperation with pilot-plant and production departments. Conducts tests and measurements throughout stages of production to determine control over applicable variables; and services, troubleshoots and solves production process problems with processes or equipment already in operation. Requires understanding of compliance, pharmaceutical, pharmacological, biological, biochemical, medical, patent and commercial factors. May make recommendations concerning acquisition and use of new technological equipment and materials.

760.704.220	Manufacturing Process Development - Life Sciences - Manager	Life Sciences	Manufacturing/Process/Design Engineering	Management	Manager	Manages teams within the Manufacturing Process Development Sub-Function. Focus is on policy and strategy implementation and control rather than development. Typically handles short-term operational/tactical responsibilities. As the Manager of the Manufacturing Process Development Sub-Function, oversees the strategy implementation and operations for designing and developing manufacturing processes for life sciences products, taking into consideration problems inherent in the transfer of technology from research to manufacturing. Such design and development may include new or revised processes. Develops procedures for the economical mass production in cooperation with pilot-plant and production departments. Conducts tests and measurements throughout stages of production to determine control over applicable variables; and services, troubleshoots and solves production process problems with processes or equipment already in operation. Requires understanding of compliance, pharmaceutical, pharmacological, biological, biochemical, medical, patent and commercial factors. May make recommendations concerning acquisition and use of new technological equipment and materials.

760.704.230	Manufacturing Process Development - Life Sciences - Team Leader (Professionals)	Life Sciences	Manufacturing/Process/Design Engineering	Management	Team Leader (Professionals)	Leads/supervises a team of more than 2 professionals within the Manufacturing Process Development Sub-Function; first level manager of a work team that may comprise professionals, technical and/or administrative staff. Typically without budget or hire/fire authority. Focuses on mentoring, coaching, and coordination. As the Team Leader (Professionals) of the Manufacturing Process Development Sub-Function, supervises professionals in designing and developing manufacturing processes for life sciences products, taking into consideration problems inherent in the transfer of technology from research to manufacturing. Such design and development may include new or revised processes. Develops procedures for the economical mass production in cooperation with pilot-plant and production departments. Conducts tests and measurements throughout stages of production to determine control over applicable variables; and services, troubleshoots and solves production process problems with processes or equipment already in operation. Requires understanding of compliance, pharmaceutical, pharmacological, biological, biochemical, medical, patent and commercial factors. May make recommendations concerning acquisition and use of new technological equipment and materials.

760.704.240	Manufacturing Process Development - Life Sciences - Team Leader (Para-Professionals)	Life Sciences	Manufacturing/Process/Design Engineering	Management	Team Leader (Para-Professionals)	Leads/supervises a team of more than 2 para-professionals within the Manufacturing Process Development Sub-Function; first level manager of a work team that comprises para-professionals. Typically without budget or hire/fire authority. Focuses on mentoring, coaching, and coordination. As the Team Leader (Para-Professionals) of the Manufacturing Process Development Sub-Function, supervises para-professionals in designing and developing manufacturing processes for life sciences products, taking into consideration problems inherent in the transfer of technology from research to manufacturing. Such design and development may include new or revised processes. Develops procedures for the economical mass production in cooperation with pilot-plant and production departments. Conducts tests and measurements throughout stages of production to determine control over applicable variables; and services, troubleshoots and solves production process problems with processes or equipment already in operation. Requires understanding of compliance, pharmaceutical, pharmacological, biological, biochemical, medical, patent and commercial factors. May make recommendations concerning acquisition and use of new technological equipment and materials.

760.704.320	Manufacturing Process Development Engineer - Life Sciences - Expert	Life Sciences	Manufacturing/Process/Design Engineering	Professional	Expert	Expert professional individual contributor within the Manufacturing Process Development Sub-Function. Acknowledged expert within and outside the organization. Participates in industry groups. Mastered a specialized discipline, thorough understanding of a number of disciplines, and development of new solutions for complex projects. As the Expert in the Manufacturing Process Development Sub-Function, has fully mastered approaches to designing and developing manufacturing processes for life sciences products, taking into consideration problems inherent in the transfer of technology from research to manufacturing. Such design and development may include new or revised processes. Develops procedures for the economical mass production in cooperation with pilot-plant and production departments. Conducts tests and measurements throughout stages of production to determine control over applicable variables; and services, troubleshoots and solves production process problems with processes or equipment already in operation. Requires understanding of compliance, pharmaceutical, pharmacological, biological, biochemical, medical, patent and commercial factors. May make recommendations concerning acquisition and use of new technological equipment and materials.

760.704.330	Manufacturing Process Development Engineer - Life Sciences - Specialist	Life Sciences	Manufacturing/Process/Design Engineering	Professional	Specialist	Specialist professional individual contributor with comprehensive knowledge in the area of Manufacturing Process Development. Ability to execute highly complex or specialized projects; adapts precedent and may make significant departures from traditional approaches to develop solutions. As the Specialist in the Manufacturing Process Development Sub-Function, considered as highly experienced and knowledgeable resource within the organization in designing and developing manufacturing processes for life sciences products, taking into consideration problems inherent in the transfer of technology from research to manufacturing. Such design and development may include new or revised processes. Develops procedures for the economical mass production in cooperation with pilot-plant and production departments. Conducts tests and measurements throughout stages of production to determine control over applicable variables; and services, troubleshoots and solves production process problems with processes or equipment already in operation. Requires understanding of compliance, pharmaceutical, pharmacological, biological, biochemical, medical, patent and commercial factors. May make recommendations concerning acquisition and use of new technological equipment and materials.

760.704.340	Manufacturing Process Development Engineer - Life Sciences - Senior	Life Sciences	Manufacturing/Process/Design Engineering	Professional	Senior	Senior professional individual contributor that is fully proficient in applying established standards; knowledge base acquired from several years of experience in the area of Manufacturing Process Development. Works independently; may instruct or coach other professionals. As the Senior professional in the Manufacturing Process Development Sub-Function, leads important projects in designing and developing manufacturing processes for life sciences products, taking into consideration problems inherent in the transfer of technology from research to manufacturing. Such design and development may include new or revised processes. Develops procedures for the economical mass production in cooperation with pilot-plant and production departments. Conducts tests and measurements throughout stages of production to determine control over applicable variables; and services, troubleshoots and solves production process problems with processes or equipment already in operation. Requires understanding of compliance, pharmaceutical, pharmacological, biological, biochemical, medical, patent and commercial factors. May make recommendations concerning acquisition and use of new technological equipment and materials.

760.704.350	Manufacturing Process Development Engineer - Life Sciences - Experienced	Life Sciences	Manufacturing/Process/Design Engineering	Professional	Experienced	Experienced professional individual contributor that works under limited supervision. Applies subject matter knowledge in the area of Manufacturing Process Development; requires capacity to apply skills/knowledge within the context of specific needs or requirements. As the Experienced professional in the Manufacturing Process Development Sub-Function, possesses well developed skills in designing and developing manufacturing processes for life sciences products, taking into consideration problems inherent in the transfer of technology from research to manufacturing. Such design and development may include new or revised processes. Develops procedures for the economical mass production in cooperation with pilot-plant and production departments. Conducts tests and measurements throughout stages of production to determine control over applicable variables; and services, troubleshoots and solves production process problems with processes or equipment already in operation. Requires understanding of compliance, pharmaceutical, pharmacological, biological, biochemical, medical, patent and commercial factors. May make recommendations concerning acquisition and use of new technological equipment and materials.

760.704.360	Manufacturing Process Development Engineer - Life Sciences - Entry	Life Sciences	Manufacturing/Process/Design Engineering	Professional	Entry	Entry level professional individual contributor representing the most common entry point for this career stream; works under direct supervision in the Manufacturing Process Development area. As the Entry level professional in the Manufacturing Process Development Sub-Function, applies broad knowledge in designing and developing manufacturing processes for life sciences products, taking into consideration problems inherent in the transfer of technology from research to manufacturing. Such design and development may include new or revised processes. Develops procedures for the economical mass production in cooperation with pilot-plant and production departments. Conducts tests and measurements throughout stages of production to determine control over applicable variables; and services, troubleshoots and solves production process problems with processes or equipment already in operation. Requires understanding of compliance, pharmaceutical, pharmacological, biological, biochemical, medical, patent and commercial factors. May make recommendations concerning acquisition and use of new technological equipment and materials.

760.724.211	Pharmaceutical/Biological Process Engineering - Senior Manager	Life Sciences	Production	Management	Senior Manager	Manages within the Pharmaceutical/Biological Process Sub-Function; typically a highly experienced manager. Decisions tend to be more tactical and operational; geographic scope of operation tends to be at the country level. Typically accountable for budget. As the Senior Manager of the Pharmaceutical/Biological Process Sub-Function, manages and develops strategies for implementing and maintaining pharmaceutical/biological processes; calculates and organizes all data for complex process flow sheets including instrumentation and control considerations; models processes and units operations. Ensures proper sequence of operation and prepares specifications and operating instructions for processing equipment. Conducts tests and measurements throughout stages of production to determine control over such variables as temperature, density, pressure and viscosity. Services, troubleshoots, and solves engineering problems with processes or equipment already in operation. Ensures processes and procedures are in compliance with regulations. May be responsible for corrective and preventive actions and investigation management.

760.724.221	Pharmaceutical/Biological Process Engineering Manager	Life Sciences	Production	Management	Manager	Manages teams within the Pharmaceutical/Biological Process Sub-Function. Focus is on policy and strategy implementation and control rather than development. Typically handles short-term operational/tactical responsibilities. As the Manager of the Pharmaceutical/Biological Process Sub-Function, oversees the strategy implementation and operations for implementing and maintaining pharmaceutical/biological processes; calculates and organizes all data for complex process flow sheets including instrumentation and control considerations; models processes and units operations. Ensures proper sequence of operation and prepares specifications and operating instructions for processing equipment. Conducts tests and measurements throughout stages of production to determine control over such variables as temperature, density, pressure and viscosity. Services, troubleshoots, and solves engineering problems with processes or equipment already in operation. Ensures processes and procedures are in compliance with regulations. May be responsible for corrective and preventive actions and investigation management.

760.724.231	Pharmaceutical/Biological Process Engineering - Team Leader (Professionals)	Life Sciences	Production	Management	Team Leader (Professionals)	Leads/supervises a team of more than 2 professionals within the Pharmaceutical/Biological Process Sub-Function; first level manager of a work team that may comprise professionals, technical and/or administrative staff. Typically without budget or hire/fire authority. Focuses on mentoring, coaching, and coordination. As the Team Leader (Professionals) of the Pharmaceutical/Biological Process Sub-Function, supervises professionals in implementing and maintaining pharmaceutical/biological processes; calculates and organizes all data for complex process flow sheets including instrumentation and control considerations; models processes and units operations. Ensures proper sequence of operation and prepares specifications and operating instructions for processing equipment. Conducts tests and measurements throughout stages of production to determine control over such variables as temperature, density, pressure and viscosity. Services, troubleshoots, and solves engineering problems with processes or equipment already in operation. Ensures processes and procedures are in compliance with regulations. May be responsible for corrective and preventive actions and investigation management.

760.724.241	Pharmaceutical/Biological Process Engineering - Team Leader (Para-Professionals)	Life Sciences	Production	Management	Team Leader (Para-Professionals)	Leads/supervises a team of more than 2 para-professionals within the Pharmaceutical/Biological Process Sub-Function; first level manager of a work team that comprises para-professionals. Typically without budget or hire/fire authority. Focuses on mentoring, coaching, and coordination. As the Team Leader (Para-Professionals) of the Pharmaceutical/Biological Process Sub-Function, supervises para-professionals in implementing and maintaining pharmaceutical/biological processes; calculates and organizes all data for complex process flow sheets including instrumentation and control considerations; models processes and units operations. Ensures proper sequence of operation and prepares specifications and operating instructions for processing equipment. Conducts tests and measurements throughout stages of production to determine control over such variables as temperature, density, pressure and viscosity. Services, troubleshoots, and solves engineering problems with processes or equipment already in operation. Ensures processes and procedures are in compliance with regulations. May be responsible for corrective and preventive actions and investigation management.

760.724.321	Pharmaceutical/Biological Process Engineer - Expert	Life Sciences	Production	Professional	Expert	Expert professional individual contributor within the Pharmaceutical/Biological Process Sub-Function. Acknowledged expert within and outside the organization. Participates in industry groups. Mastered a specialized discipline, thorough understanding of a number of disciplines, and development of new solutions for complex projects. As the Expert in the Pharmaceutical/Biological Process Sub-Function, has fully mastered approaches to implementing and maintaining pharmaceutical/biological processes; calculates and organizes all data for complex process flow sheets including instrumentation and control considerations; models processes and units operations. Ensures proper sequence of operation and prepares specifications and operating instructions for processing equipment. Conducts tests and measurements throughout stages of production to determine control over such variables as temperature, density, pressure and viscosity. Services, troubleshoots, and solves engineering problems with processes or equipment already in operation. Ensures processes and procedures are in compliance with regulations. May be responsible for corrective and preventive actions and investigation management.

760.724.331	Pharmaceutical/Biological Process Engineer - Specialist	Life Sciences	Production	Professional	Specialist	Specialist professional individual contributor with comprehensive knowledge in the area of Pharmaceutical/Biological Process. Ability to execute highly complex or specialized projects; adapts precedent and may make significant departures from traditional approaches to develop solutions. As the Specialist in the Pharmaceutical/Biological Process Sub-Function, considered as highly experienced and knowledgeable resource within the organization in implementing and maintaining pharmaceutical/biological processes; calculates and organizes all data for complex process flow sheets including instrumentation and control considerations; models processes and units operations. Ensures proper sequence of operation and prepares specifications and operating instructions for processing equipment. Conducts tests and measurements throughout stages of production to determine control over such variables as temperature, density, pressure and viscosity. Services, troubleshoots, and solves engineering problems with processes or equipment already in operation. Ensures processes and procedures are in compliance with regulations. May be responsible for corrective and preventive actions and investigation management.

760.724.341	Pharmaceutical/Biological Process Engineer - Senior	Life Sciences	Production	Professional	Senior	Senior professional individual contributor that is fully proficient in applying established standards; knowledge base acquired from several years of experience in the area of Pharmaceutical/Biological Process. Works independently; may instruct or coach other professionals. As the Senior professional in the Pharmaceutical/Biological Process Sub-Function, leads important projects in implementing and maintaining pharmaceutical/biological processes; calculates and organizes all data for complex process flow sheets including instrumentation and control considerations; models processes and units operations. Ensures proper sequence of operation and prepares specifications and operating instructions for processing equipment. Conducts tests and measurements throughout stages of production to determine control over such variables as temperature, density, pressure and viscosity. Services, troubleshoots, and solves engineering problems with processes or equipment already in operation. Ensures processes and procedures are in compliance with regulations. May be responsible for corrective and preventive actions and investigation management.

760.724.351	Pharmaceutical/Biological Process Engineer - Experienced	Life Sciences	Production	Professional	Experienced	Experienced professional individual contributor that works under limited supervision. Applies subject matter knowledge in the area of Pharmaceutical/Biological Process; requires capacity to apply skills/knowledge within the context of specific needs or requirements. As the Experienced professional in the Pharmaceutical/Biological Process Sub-Function, possesses well developed skills in implementing and maintaining pharmaceutical/biological processes; calculates and organizes all data for complex process flow sheets including instrumentation and control considerations; models processes and units operations. Ensures proper sequence of operation and prepares specifications and operating instructions for processing equipment. Conducts tests and measurements throughout stages of production to determine control over such variables as temperature, density, pressure and viscosity. Services, troubleshoots, and solves engineering problems with processes or equipment already in operation. Ensures processes and procedures are in compliance with regulations. May be responsible for corrective and preventive actions and investigation management.

760.724.361	Pharmaceutical/Biological Process Engineer - Entry	Life Sciences	Production	Professional	Entry	Entry level professional individual contributor representing the most common entry point for this career stream; works under direct supervision in the Pharmaceutical/Biological Process area. As the Entry level professional in the Pharmaceutical/Biological Process Sub-Function, applies broad knowledge in implementing and maintaining pharmaceutical/biological processes; calculates and organizes all data for complex process flow sheets including instrumentation and control considerations; models processes and units operations. Ensures proper sequence of operation and prepares specifications and operating instructions for processing equipment. Conducts tests and measurements throughout stages of production to determine control over such variables as temperature, density, pressure and viscosity. Services, troubleshoots, and solves engineering problems with processes or equipment already in operation. Ensures processes and procedures are in compliance with regulations. May be responsible for corrective and preventive actions and investigation management.

760.729.401	Pharmaceutical Operator - Specialist	Life Sciences	Machine Operating	Para-Professional	Specialist	Specialist individual contributor with comprehensive knowledge in the area of Pharmaceutical Operations; ability to execute highly complex or specialized work; knowledge acquired from several years of experience or specialist training in Pharmaceutical Operations. Works independently, applies standards yet adapts precedent and may make departures from established processes to resolve problems. May serve as a working team lead and/or supervise one or two lower level para-professionals. As a Specialist para-professional, possesses comprehensive knowledge in performing a variety of tasks related to the processing of ingredients and/or pharmaceutical products. Operates general manufacturing equipment, such as autoclaves, ovens, stills, filtration apparatus. Handles raw materials and intermediate or finished products. Mixes compound ingredients for liquid products, suspensions, ointments, mixes, or blends for tablet granulations and capsule powders. Performs general maintenance as required on pumps, homogenizers, filter presses, tablet compression machines, etc. Performs standard operating procedures to meet current good manufacturing practices (GMP May monitor and verify quality in accordance with statistical process or other control procedures. Participates in projects developing process improvement methods, solutions, and procedures to enhance program quality, cost, and scheduling. May monitor and verify quality in accordance with statistical process or other control procedures.

760.729.411	Pharmaceutical Operator - Senior	Life Sciences	Machine Operating	Para-Professional	Senior	Senior para-professional individual contributor that is fully proficient in applying established standards; knowledge base acquired from several years of experience in the area of Pharmaceutical Operations. Works independently; may instruct or coach other para-professionals. As a Senior para-professional, possesses comprehensive knowledge in performing a variety of tasks related to the processing of ingredients and/or pharmaceutical products. Operates general manufacturing equipment, such as autoclaves, ovens, stills, filtration apparatus. Handles raw materials and intermediate or finished products. Mixes compound ingredients for liquid products, suspensions, ointments, mixes, or blends for tablet granulations and capsule powders. Performs general maintenance as required on pumps, homogenizers, filter presses, tablet compression machines, etc. Performs standard operating procedures to meet current good manufacturing practices (GMP May monitor and verify quality in accordance with statistical process or other control procedures. Participates in projects developing process improvement methods, solutions, and procedures to enhance program quality, cost, and scheduling. May monitor and verify quality in accordance with statistical process or other control procedures.

760.729.421	Pharmaceutical Operator - Experienced	Life Sciences	Machine Operating	Para-Professional	Experienced	Experienced para-professional individual contributor working under limited supervision within the Pharmaceutical Operations sub-function. Applies subject matter knowledge in the area of Pharmaceutical Operations; requires capacity to apply skills/knowledge within the context of specific needs or requirements. As an Entry-level para-professional, possesses comprehensive knowledge in performing a variety of tasks related to the processing of ingredients and/or pharmaceutical products. Operates general manufacturing equipment, such as autoclaves, ovens, stills, filtration apparatus. Handles raw materials and intermediate or finished products. Mixes compound ingredients for liquid products, suspensions, ointments, mixes, or blends for tablet granulations and capsule powders. Performs general maintenance as required on pumps, homogenizers, filter presses, tablet compression machines, etc. Performs standard operating procedures to meet current good manufacturing practices (GMP May monitor and verify quality in accordance with statistical process or other control procedures. Participates in projects developing process improvement methods, solutions, and procedures to enhance program quality, cost, and scheduling. May monitor and verify quality in accordance with statistical process or other control procedures.

760.729.431	Pharmaceutical Operator - Entry	Life Sciences	Machine Operating	Para-Professional	Entry	Entry para-professional individual contributor representing the most common entry point for this career stream; works under direct supervision within the Pharmaceutical Operations sub-function. As the Entry para-professional in the Pharmaceutical Operations Sub-Function, possesses basic knowledge in performing a variety of tasks related to the processing of ingredients and/or pharmaceutical products. Operates general manufacturing equipment, such as autoclaves, ovens, stills, filtration apparatus. Handles raw materials and intermediate or finished products. Mixes compound ingredients for liquid products, suspensions, ointments, mixes, or blends for tablet granulations and capsule powders. Performs general maintenance as required on pumps, homogenizers, filter presses, tablet compression machines, etc. Performs standard operating procedures to meet current good manufacturing practices (GMP). Maintains records as required. May monitor and verify quality in accordance with statistical process or other control procedures. Tasks are completed in compliance with all regulatory requirements. Participates in program or functional team projects developing process improvement methods, solutions, and procedure.

760.864.130	Head of Biostatistics	Life Sciences	Bio-statistics	Executive	Sub-Function Head	Leads a sub-function or a corporate staff function. Provides short to medium-term tactical direction and operational oversight. May specify new products, processes and standards to support corporate strategies including the interpretation and application of broad policy guidelines. Designs, plans and executes biostatistical components of plans for research and development projects that establish the conditions essential for determining safety, efficacy, and marketability of pharmaceutical and/or biological products. Uses sound statistical methodology to conduct studies relating to the life processes of plants, animals, and humans. In development-phase projects, prepares the statistical component of protocols which meet project objectives, health authority guidelines, and clinical trial methodology standards. Develops and/or applies statistical theories, methods, and software. Organizes and interprets data into tabular forms amenable to principles of statistical inference and is responsible for the statistical component of reports describing studies, outcomes and methods used. Provides specifications and directions to the clinical programmers. May partner in program design and in establishing standards for clinical conduct, and the collection, management and/or reporting of data.

760.864.131	Head of Epidemiology - Sub-Function	Life Sciences	Bio-statistics	Executive	Sub-Function Head	Leads the Epidemiology Sub-Function. Provides short to medium-term tactical direction and operational oversight. May specify new products, processes and standards to support corporate strategies including interpretation and application. As the Head of the Epidemiology Sub-Function, sets the tactical direction for conducting epidemiology research of investigational new drugs, observational safety studies of marketed products, general epidemiologic studies. Develops and implements epidemiology studies within the context of the company's research and development and post market programs, including data collection and management strategy project coordination, research administration and study protocols. Designs, analyzes and reports information obtained from epidemiology studies and investigational new drug studies. May collaborate with statistical programmers, biostatisticians and other internal functional areas and external vendors.

760.864.132	Head of Bioinformatics - Sub-Function	Life Sciences	Bio-statistics	Executive	Sub-Function Head	Leads the Bioinformatics Sub-Function. Provides short to medium-term tactical direction and operational oversight. May specify new products, processes and standards to support corporate strategies including interpretation and application. As the Head of the Bioinformatics Sub-Function, sets the tactical direction for developing and employing computational tools to analyze biological data. Analyzes and interprets data, such as gene or protein expression patterns, nucleotide and protein sequence, structure, functions, pathways and genetic interactions. These activities support the identification of new drug targets and biomarkers as well as the validation of existing drug targets. Utilizes existing algorithms, techniques, and statistical methodologies but also responsible for developing novel ones. Emphasis is on developing cutting edge techniques such as gene or protein expression profiling analysis methods and implementing them successfully within project teams. Helps in the design of new experiments.

760.864.210	Biostatistician - Senior Manager	Life Sciences	Bio-statistics	Management	Senior Manager	Manages within a nominated sub-function or related sub-functions; typically a highly experienced manager. Decisions tend to be more tactical and operational; geographic scope of operation tends to be at the country level. Typically accountable for budget and policy recommendations and medium-term planning. Designs, plans and executes biostatistical components of plans for research and development projects that establish the conditions essential for determining safety, efficacy, and marketability of pharmaceutical and/or biological products. Uses sound statistical methodology to conduct studies relating to the life processes of plants, animals, and humans. In development-phase projects, prepares the statistical component of protocols which meet project objectives, health authority guidelines, and clinical trial methodology standards. Develops and/or applies statistical theories, methods, and software. Organizes and interprets data into tabular forms amenable to principles of statistical inference and is responsible for the statistical component of reports describing studies, outcomes and methods used. Provides specifications and directions to the clinical programmers. May partner in program design and in establishing standards for clinical conduct, and the collection, management and/or reporting of data.

760.864.211	Epidemiology - Senior Manager	Life Sciences	Bio-statistics	Management	Senior Manager	Manages within the Epidemiology Sub-Function; typically a highly experienced manager. Decisions tend to be more tactical and operational; geographic scope of operation tends to be at the country level. Typically accountable for budget. As the Senior Manager of the Epidemiology Sub-Function, manages and develops strategies for conducting epidemiology research of investigational new drugs, observational safety studies of marketed products, general epidemiologic studies. Develops and implements epidemiology studies within the context of the company's research and development and post market programs, including data collection and management strategy project coordination, research administration and study protocols. Designs, analyzes and reports information obtained from epidemiology studies and investigational new drug studies. May collaborate with statistical programmers, biostatisticians and other internal functional areas and external vendors.

760.864.212	Bioinformatics - Senior Manager	Life Sciences	Bio-statistics	Management	Senior Manager	Manages within the Bioinformatics Sub-Function; typically a highly experienced manager. Decisions tend to be more tactical and operational; geographic scope of operation tends to be at the country level. Typically accountable for budget. As the Senior Manager of the Bioinformatics Sub-Function, manages and develops strategies for developing and employing computational tools to analyze biological data. Analyzes and interprets data, such as gene or protein expression patterns, nucleotide and protein sequence, structure, functions, pathways and genetic interactions. These activities support the identification of new drug targets and biomarkers as well as the validation of existing drug targets. Utilizes existing algorithms, techniques, and statistical methodologies but also responsible for developing novel ones. Emphasis is on developing cutting edge techniques such as gene or protein expression profiling analysis methods and implementing them successfully within project teams. Helps in the design of new experiments.

760.864.220	Biostatistician Manager	Life Sciences	Bio-statistics	Management	Manager	Managing teams with focus on policy and strategy implementation and control rather than development; short-term operational/tactical responsibilities. Designs, plans and executes biostatistical components of plans for research and development projects that establish the conditions essential for determining safety, efficacy, and marketability of pharmaceutical and/or biological products. Uses sound statistical methodology to conduct studies relating to the life processes of plants, animals, and humans. In development-phase projects, prepares the statistical component of protocols which meet project objectives, health authority guidelines, and clinical trial methodology standards. Develops and/or applies statistical theories, methods, and software. Organizes and interprets data into tabular forms amenable to principles of statistical inference and is responsible for the statistical component of reports describing studies, outcomes and methods used. Provides specifications and directions to the clinical programmers. May partner in program design and in establishing standards for clinical conduct, and the collection, management and/or reporting of data.

760.864.221	Epidemiology Manager	Life Sciences	Bio-statistics	Management	Manager	Manages teams within the Epidemiology Sub-Function. Focus is on policy and strategy implementation and control rather than development. Typically handles short-term operational/tactical responsibilities. As the Manager of the Epidemiology Sub-Function, oversees the strategy implementation and operations for conducting epidemiology research of investigational new drugs, observational safety studies of marketed products, general epidemiologic studies. Develops and implements epidemiology studies within the context of the company's research and development and post market programs, including data collection and management strategy project coordination, research administration and study protocols. Designs, analyzes and reports information obtained from epidemiology studies and investigational new drug studies. May collaborate with statistical programmers, biostatisticians and other internal functional areas and external vendors.

760.864.222	Bioinformatics Manager	Life Sciences	Bio-statistics	Management	Manager	Manages teams within the Bioinformatics Sub-Function. Focus is on policy and strategy implementation and control rather than development. Typically handles short-term operational/tactical responsibilities. As the Manager of the Bioinformatics Sub-Function, oversees the strategy implementation and operations for developing and employing computational tools to analyze biological data. Analyzes and interprets data, such as gene or protein expression patterns, nucleotide and protein sequence, structure, functions, pathways and genetic interactions. These activities support the identification of new drug targets and biomarkers as well as the validation of existing drug targets. Utilizes existing algorithms, techniques, and statistical methodologies but also responsible for developing novel ones. Emphasis is on developing cutting edge techniques such as gene or protein expression profiling analysis methods and implementing them successfully within project teams. Helps in the design of new experiments.

760.864.230	Biostatistician - Supervisor	Life Sciences	Bio-statistics	Management	Team Leader (Professionals)	Leads/supervises a team of 2 or more professionals; first level manager of a work team that could comprise professionals, technical and/or administrative staff. Typically without budget or hire/fire authority. Focuses on mentoring, coaching, and coordination. Designs, plans and executes biostatistical components of plans for research and development projects that establish the conditions essential for determining safety, efficacy, and marketability of pharmaceutical and/or biological products. Uses sound statistical methodology to conduct studies relating to the life processes of plants, animals, and humans. In development-phase projects, prepares the statistical component of protocols which meet project objectives, health authority guidelines, and clinical trial methodology standards. Develops and/or applies statistical theories, methods, and software. Organizes and interprets data into tabular forms amenable to principles of statistical inference and is responsible for the statistical component of reports describing studies, outcomes and methods used. Provides specifications and directions to the clinical programmers. May partner in program design and in establishing standards for clinical conduct, and the collection, management and/or reporting of data.

760.864.231	Epidemiology - Team Leader (Professionals)	Life Sciences	Bio-statistics	Management	Team Leader (Professionals)	Leads/supervises a team of more than 2 professionals within the Epidemiology Sub-Function; first level manager of a work team that may comprise professionals, technical and/or administrative staff. Typically without budget or hire/fire authority. Focuses on mentoring, coaching, and coordination. As the Team Leader (Professionals) of the Epidemiology Sub-Function, supervises professionals in conducting epidemiology research of investigational new drugs, observational safety studies of marketed products, general epidemiologic studies. Develops and implements epidemiology studies within the context of the company's research and development and post market programs, including data collection and management strategy project coordination, research administration and study protocols. Designs, analyzes and reports information obtained from epidemiology studies and investigational new drug studies. May collaborate with statistical programmers, biostatisticians and other internal functional areas and external vendors.

760.864.232	Bioinformatics - Team Leader (Professionals)	Life Sciences	Bio-statistics	Management	Team Leader (Professionals)	Leads/supervises a team of more than 2 professionals within the Bioinformatics Sub-Function; first level manager of a work team that may comprise professionals, technical and/or administrative staff. Typically without budget or hire/fire authority. Focuses on mentoring, coaching, and coordination. As the Team Leader (Professionals) of the Bioinformatics Sub-Function, supervises professionals in developing and employing computational tools to analyze biological data. Analyzes and interprets data, such as gene or protein expression patterns, nucleotide and protein sequence, structure, functions, pathways and genetic interactions. These activities support the identification of new drug targets and biomarkers as well as the validation of existing drug targets. Utilizes existing algorithms, techniques, and statistical methodologies but also responsible for developing novel ones. Emphasis is on developing cutting edge techniques such as gene or protein expression profiling analysis methods and implementing them successfully within project teams. Helps in the design of new experiments.

760.864.241	Epidemiology - Team Leader (Para-Professionals)	Life Sciences	Bio-statistics	Management	Team Leader (Para-Professionals)	Leads/supervises a team of more than 2 para-professionals within the Epidemiology Sub-Function; first level manager of a work team that comprises para-professionals. Typically without budget or hire/fire authority. Focuses on mentoring, coaching, and coordination. As the Team Leader (Para-Professionals) of the Epidemiology Sub-Function, supervises para-professionals in conducting epidemiology research of investigational new drugs, observational safety studies of marketed products, general epidemiologic studies. Develops and implements epidemiology studies within the context of the company's research and development and post market programs, including data collection and management strategy project coordination, research administration and study protocols. Designs, analyzes and reports information obtained from epidemiology studies and investigational new drug studies. May collaborate with statistical programmers, biostatisticians and other internal functional areas and external vendors.

760.864.242	Bioinformatics - Team Leader (Para-Professionals)	Life Sciences	Bio-statistics	Management	Team Leader (Para-Professionals)	Leads/supervises a team of more than 2 para-professionals within the Bioinformatics Sub-Function; first level manager of a work team that comprises para-professionals. Typically without budget or hire/fire authority. Focuses on mentoring, coaching, and coordination. As the Team Leader (Para-Professionals) of the Bioinformatics Sub-Function, supervises para-professionals in developing and employing computational tools to analyze biological data. Analyzes and interprets data, such as gene or protein expression patterns, nucleotide and protein sequence, structure, functions, pathways and genetic interactions. These activities support the identification of new drug targets and biomarkers as well as the validation of existing drug targets. Utilizes existing algorithms, techniques, and statistical methodologies but also responsible for developing novel ones. Emphasis is on developing cutting edge techniques such as gene or protein expression profiling analysis methods and implementing them successfully within project teams. Helps in the design of new experiments.

760.864.310	Biostatistician - Pre-eminent	Life Sciences	Bio-statistics	Professional	Pre-eminent	Individual contributor; superior in excellence; internationally recognized leader and contributor in field of expertise, speaks at national and international forums, contributes to the body of knowledge within area of expertise. Designs, plans and executes biostatistical components of plans for research and development projects that establish the conditions essential for determining safety, efficacy, and marketability of pharmaceutical and/or biological products. Uses sound statistical methodology to conduct studies relating to the life processes of plants, animals, and humans. In development-phase projects, prepares the statistical component of protocols which meet project objectives, health authority guidelines, and clinical trial methodology standards. Develops and/or applies statistical theories, methods, and software. Organizes and interprets data into tabular forms amenable to principles of statistical inference and is responsible for the statistical component of reports describing studies, outcomes and methods used. Provides specifications and directions to the clinical programmers. May partner in program design and in establishing standards for clinical conduct, and the collection, management and/or reporting of data.

760.864.320	Biostatistician - Expert	Life Sciences	Bio-statistics	Professional	Expert	Individual contributor and acknowledged expert both within the organization as well as within other organizations. Typically participates in industry/knowledge reference groups. Involves mastery of a specialized discipline and thorough understanding of a number of disciplines. May also require development of new solutions for complex projects. Designs, plans and executes biostatistical components of plans for research and development projects that establish the conditions essential for determining safety, efficacy, and marketability of pharmaceutical and/or biological products. Uses sound statistical methodology to conduct studies relating to the life processes of plants, animals, and humans. In development-phase projects, prepares the statistical component of protocols which meet project objectives, health authority guidelines, and clinical trial methodology standards. Develops and/or applies statistical theories, methods, and software. Organizes and interprets data into tabular forms amenable to principles of statistical inference and is responsible for the statistical component of reports describing studies, outcomes and methods used. Provides specifications and directions to the clinical programmers. May partner in program design and in establishing standards for clinical conduct, and the collection, management and/or reporting of data.

760.864.321	Epidemiology Scientist - Expert	Life Sciences	Bio-statistics	Professional	Expert	Expert professional individual contributor within the Epidemiology Sub-Function. Acknowledged expert within and outside the organization. Participates in industry groups. Mastered a specialized discipline, thorough understanding of a number of disciplines, and development of new solutions for complex projects. As the Expert in the Epidemiology Sub-Function, has fully mastered approaches to conducting epidemiology research of investigational new drugs, observational safety studies of marketed products, general epidemiologic studies. Develops and implements epidemiology studies within the context of the company's research and development and post market programs, including data collection and management strategy project coordination, research administration and study protocols. Designs, analyzes and reports information obtained from epidemiology studies and investigational new drug studies. May collaborate with statistical programmers, biostatisticians and other internal functional areas and external vendors.

760.864.322	Bioinformatics Professional - Expert	Life Sciences	Bio-statistics	Professional	Expert	Expert professional individual contributor within the Bioinformatics Sub-Function. Acknowledged expert within and outside the organization. Participates in industry groups. Mastered a specialized discipline, thorough understanding of a number of disciplines, and development of new solutions for complex projects. As the Expert in the Bioinformatics Sub-Function, has fully mastered approaches to developing and employing computational tools to analyze biological data. Analyzes and interprets data, such as gene or protein expression patterns, nucleotide and protein sequence, structure, functions, pathways and genetic interactions. These activities support the identification of new drug targets and biomarkers as well as the validation of existing drug targets. Utilizes existing algorithms, techniques, and statistical methodologies but also responsible for developing novel ones. Emphasis is on developing cutting edge techniques such as gene or protein expression profiling analysis methods and implementing them successfully within project teams. Helps in the design of new experiments.

760.864.330	Biostatistician - Specialist	Life Sciences	Bio-statistics	Professional	Specialist	Individual contributor with comprehensive knowledge in specific area. Ability to execute highly complex or specialized projects; adapts precedent and may make significant departures from traditional approaches to develop solutions. Designs, plans and executes biostatistical components of plans for research and development projects that establish the conditions essential for determining safety, efficacy, and marketability of pharmaceutical and/or biological products. Uses sound statistical methodology to conduct studies relating to the life processes of plants, animals, and humans. In development-phase projects, prepares the statistical component of protocols which meet project objectives, health authority guidelines, and clinical trial methodology standards. Develops and/or applies statistical theories, methods, and software. Organizes and interprets data into tabular forms amenable to principles of statistical inference and is responsible for the statistical component of reports describing studies, outcomes and methods used. Provides specifications and directions to the clinical programmers. May partner in program design and in establishing standards for clinical conduct, and the collection, management and/or reporting of data.

760.864.331	Epidemiology Scientist - Specialist	Life Sciences	Bio-statistics	Professional	Specialist	Specialist professional individual contributor with comprehensive knowledge in the area of Epidemiology. Ability to execute highly complex or specialized projects; adapts precedent and may make significant departures from traditional approaches to develop solutions. As the Specialist in the Epidemiology Sub-Function, considered as highly experienced and knowledgeable resource within the organization in conducting epidemiology research of investigational new drugs, observational safety studies of marketed products, general epidemiologic studies. Develops and implements epidemiology studies within the context of the company's research and development and post market programs, including data collection and management strategy project coordination, research administration and study protocols. Designs, analyzes and reports information obtained from epidemiology studies and investigational new drug studies. May collaborate with statistical programmers, biostatisticians and other internal functional areas and external vendors.

760.864.332	Bioinformatics Professional - Specialist	Life Sciences	Bio-statistics	Professional	Specialist	Specialist professional individual contributor with comprehensive knowledge in the area of Bioinformatics. Ability to execute highly complex or specialized projects; adapts precedent and may make significant departures from traditional approaches to develop solutions. As the Specialist in the Bioinformatics Sub-Function, considered as highly experienced and knowledgeable resource within the organization in developing and employing computational tools to analyze biological data. Analyzes and interprets data, such as gene or protein expression patterns, nucleotide and protein sequence, structure, functions, pathways and genetic interactions. These activities support the identification of new drug targets and biomarkers as well as the validation of existing drug targets. Utilizes existing algorithms, techniques, and statistical methodologies but also responsible for developing novel ones. Emphasis is on developing cutting edge techniques such as gene or protein expression profiling analysis methods and implementing them successfully within project teams. Helps in the design of new experiments.

760.864.340	Biostatistician - Senior	Life Sciences	Bio-statistics	Professional	Senior	Individual contributor that is fully proficient in applying established standards; knowledge based acquired from several years of experience in particular area. Works independently; may instruct or coach other professionals. Designs, plans and executes biostatistical components of plans for research and development projects that establish the conditions essential for determining safety, efficacy, and marketability of pharmaceutical and/or biological products. Uses sound statistical methodology to conduct studies relating to the life processes of plants, animals, and humans. In development-phase projects, prepares the statistical component of protocols which meet project objectives, health authority guidelines, and clinical trial methodology standards. Develops and/or applies statistical theories, methods, and software. Organizes and interprets data into tabular forms amenable to principles of statistical inference and is responsible for the statistical component of reports describing studies, outcomes and methods used. Provides specifications and directions to the clinical programmers. May partner in program design and in establishing standards for clinical conduct, and the collection, management and/or reporting of data.

760.864.341	Epidemiology Scientist - Senior	Life Sciences	Bio-statistics	Professional	Senior	Senior professional individual contributor that is fully proficient in applying established standards; knowledge base acquired from several years of experience in the area of Epidemiology. Works independently; may instruct or coach other professionals. As the Senior professional in the Epidemiology Sub-Function, leads important projects in conducting epidemiology research of investigational new drugs, observational safety studies of marketed products, general epidemiologic studies. Develops and implements epidemiology studies within the context of the company's research and development and post market programs, including data collection and management strategy project coordination, research administration and study protocols. Designs, analyzes and reports information obtained from epidemiology studies and investigational new drug studies. May collaborate with statistical programmers, biostatisticians and other internal functional areas and external vendors.

760.864.342	Bioinformatics Professional - Senior	Life Sciences	Bio-statistics	Professional	Senior	Senior professional individual contributor that is fully proficient in applying established standards; knowledge base acquired from several years of experience in the area of Bioinformatics. Works independently; may instruct or coach other professionals. As the Senior professional in the Bioinformatics Sub-Function, leads important projects in developing and employing computational tools to analyze biological data. Analyzes and interprets data, such as gene or protein expression patterns, nucleotide and protein sequence, structure, functions, pathways and genetic interactions. These activities support the identification of new drug targets and biomarkers as well as the validation of existing drug targets. Utilizes existing algorithms, techniques, and statistical methodologies but also responsible for developing novel ones. Emphasis is on developing cutting edge techniques such as gene or protein expression profiling analysis methods and implementing them successfully within project teams. Helps in the design of new experiments.

760.864.350	Biostatistician - Experienced	Life Sciences	Bio-statistics	Professional	Experienced	Individual contributor that works under limited supervision. Applies subject matter knowledge; requires capacity to understand specific needs or requirements to apply skills/knowledge. Designs, plans and executes biostatistical components of plans for research and development projects that establish the conditions essential for determining safety, efficacy, and marketability of pharmaceutical and/or biological products. Uses sound statistical methodology to conduct studies relating to the life processes of plants, animals, and humans. In development-phase projects, prepares the statistical component of protocols which meet project objectives, health authority guidelines, and clinical trial methodology standards. Develops and/or applies statistical theories, methods, and software. Organizes and interprets data into tabular forms amenable to principles of statistical inference and is responsible for the statistical component of reports describing studies, outcomes and methods used. Provides specifications and directions to the clinical programmers. May partner in program design and in establishing standards for clinical conduct, and the collection, management and/or reporting of data.

760.864.351	Epidemiology Scientist - Experienced	Life Sciences	Bio-statistics	Professional	Experienced	Experienced professional individual contributor that works under limited supervision. Applies subject matter knowledge in the area of Epidemiology; requires capacity to apply skills/knowledge within the context of specific needs or requirements. As the Experienced professional in the Epidemiology Sub-Function, possesses well developed skills in conducting epidemiology research of investigational new drugs, observational safety studies of marketed products, general epidemiologic studies. Develops and implements epidemiology studies within the context of the company's research and development and post market programs, including data collection and management strategy project coordination, research administration and study protocols. Designs, analyzes and reports information obtained from epidemiology studies and investigational new drug studies. May collaborate with statistical programmers, biostatisticians and other internal functional areas and external vendors.

760.864.352	Bioinformatics Professional - Experienced	Life Sciences	Bio-statistics	Professional	Experienced	Experienced professional individual contributor that works under limited supervision. Applies subject matter knowledge in the area of Bioinformatics; requires capacity to apply skills/knowledge within the context of specific needs or requirements. As the Experienced professional in the Bioinformatics Sub-Function, possesses well developed skills in developing and employing computational tools to analyze biological data. Analyzes and interprets data, such as gene or protein expression patterns, nucleotide and protein sequence, structure, functions, pathways and genetic interactions. These activities support the identification of new drug targets and biomarkers as well as the validation of existing drug targets. Utilizes existing algorithms, techniques, and statistical methodologies but also responsible for developing novel ones. Emphasis is on developing cutting edge techniques such as gene or protein expression profiling analysis methods and implementing them successfully within project teams. Helps in the design of new experiments.

760.864.360	Biostatistician - Entry	Life Sciences	Bio-statistics	Professional	Entry	Individual contributor representing the most common entry point for this career stream; works under direct supervision. Designs, plans and executes biostatistical components of plans for research and development projects that establish the conditions essential for determining safety, efficacy, and marketability of pharmaceutical and/or biological products. Uses sound statistical methodology to conduct studies relating to the life processes of plants, animals, and humans. In development-phase projects, prepares the statistical component of protocols which meet project objectives, health authority guidelines, and clinical trial methodology standards. Develops and/or applies statistical theories, methods, and software. Organizes and interprets data into tabular forms amenable to principles of statistical inference and is responsible for the statistical component of reports describing studies, outcomes and methods used. Provides specifications and directions to the clinical programmers. May partner in program design and in establishing standards for clinical conduct, and the collection, management and/or reporting of data.

760.864.361	Epidemiology Scientist - Entry	Life Sciences	Bio-statistics	Professional	Entry	Entry level professional individual contributor representing the most common entry point for this career stream; works under direct supervision in the Epidemiology area. As the Entry level professional in the Epidemiology Sub-Function, applies broad knowledge in conducting epidemiology research of investigational new drugs, observational safety studies of marketed products, general epidemiologic studies. Develops and implements epidemiology studies within the context of the company's research and development and post market programs, including data collection and management strategy project coordination, research administration and study protocols. Designs, analyzes and reports information obtained from epidemiology studies and investigational new drug studies. May collaborate with statistical programmers, biostatisticians and other internal functional areas and external vendors.

760.864.362	Bioinformatics Professional - Entry	Life Sciences	Bio-statistics	Professional	Entry	Entry level professional individual contributor representing the most common entry point for this career stream; works under direct supervision in the Bioinformatics area. As the Entry level professional in the Bioinformatics Sub-Function, applies broad knowledge in developing and employing computational tools to analyze biological data. Analyzes and interprets data, such as gene or protein expression patterns, nucleotide and protein sequence, structure, functions, pathways and genetic interactions. These activities support the identification of new drug targets and biomarkers as well as the validation of existing drug targets. Utilizes existing algorithms, techniques, and statistical methodologies but also responsible for developing novel ones. Emphasis is on developing cutting edge techniques such as gene or protein expression profiling analysis methods and implementing them successfully within project teams. Helps in the design of new experiments.

760.866.130	Head of Clinical Research	Life Sciences	Clinical Research	Executive	Sub-Function Head	Leads a sub-function or a corporate staff function. Provides short to medium-term tactical direction and operational oversight. May specify new products, processes and standards to support corporate strategies including the interpretation and application of broad policy guidelines. Designs and provides oversight of clinical research programs. Builds relationships with key opinion leaders and applies their input to enhance study design and protocols. Assures that clinical research program design meets scientific objectives and is aligned with commercial needs. Serves as medical/scientific consultant to marketing or research project teams and government regulatory agencies. Establishes the conditions essential for determining the safety, efficacy, medical usefulness, and marketability of drug or medical device products candidates. Interprets results of Phase I-IV investigations in preparation for new-drug or medical device application. May serve as safety expert for individual clinical projects.

760.866.137	Head of Translational Medicine - Sub-Function	Life Sciences	Clinical Research	Executive	Sub-Function Head	Leads the Translational Medicine Sub-Function. Provides short to medium-term tactical direction and operational oversight. May specify new products, processes and standards to support corporate strategies including interpretation and application. As the Head of the Translational Medicine Sub-Function, sets the tactical direction for initiating and executing the analysis of translation of non-human research to human clinical trials; coordinates analysis pathways to find links to diseases. Identifies and utilizes appropriate biomarkers to predict drug or biological efficacy in human. Establishes biomarkers to support preclinical and/or clinical studies. Utilizes biomarker assays to support clinical trials and clinical development decision-making. Utilizes innovative therapies and shows proof of concept. Provides oversight from research through clinical development, approval and life-cycle management. Supports the regulatory submissions and commercial efforts.

760.866.210	Clinical Research - Senior Manager	Life Sciences	Clinical Research	Management	Senior Manager	Manages within a nominated sub-function or related sub-functions; typically a highly experienced manager. Decisions tend to be more tactical and operational; geographic scope of operation tends to be at the country level. Typically accountable for budget and policy recommendations and medium-term planning. Designs and provides oversight of clinical research programs. Builds relationships with key opinion leaders and applies their input to enhance study design and protocols. Assures that clinical research program design meets scientific objectives and is aligned with commercial needs. Serves as medical/scientific consultant to marketing or research project teams and government regulatory agencies. Establishes the conditions essential for determining the safety, efficacy, medical usefulness, and marketability of drug or medical device products candidates. Interprets results of Phase I-IV investigations in preparation for new-drug or medical device application. May serve as safety expert for individual clinical projects.

760.866.217	Translational Medicine - Senior Manager	Life Sciences	Clinical Research	Management	Senior Manager	Manages within the Translational Medicine Sub-Function; typically a highly experienced manager. Decisions tend to be more tactical and operational; geographic scope of operation tends to be at the country level. Typically accountable for budget. As the Senior Manager of the Translational Medicine Sub-Function, manages and develops strategies for initiating and executing the analysis of translation of non-human research to human clinical trials; coordinates analysis pathways to find links to diseases. Identifies and utilizes appropriate biomarkers to predict drug or biological efficacy in human. Establishes biomarkers to support preclinical and/or clinical studies. Utilizes biomarker assays to support clinical trials and clinical development decision-making. Utilizes innovative therapies and shows proof of concept. Provides oversight from research through clinical development, approval and life-cycle management. Supports the regulatory submissions and commercial efforts.

760.866.220	Clinical Research Manager	Life Sciences	Clinical Research	Management	Manager	Managing teams with focus on policy and strategy implementation and control rather than development; short-term operational/tactical responsibilities. Designs and provides oversight of clinical research programs. Builds relationships with key opinion leaders and applies their input to enhance study design and protocols. Assures that clinical research program design meets scientific objectives and is aligned with commercial needs. Serves as medical/scientific consultant to marketing or research project teams and government regulatory agencies. Establishes the conditions essential for determining the safety, efficacy, medical usefulness, and marketability of drug or medical device products candidates. Interprets results of Phase I-IV investigations in preparation for new-drug or medical device application. May serve as safety expert for individual clinical projects.

760.866.222	Clinical Research Monitoring (CRA) Manager	Life Sciences	Clinical Research	Management	Manager	Managing teams with focus on policy and strategy implementation and control rather than development; short-term operational/tactical responsibilities. Monitors progress of clinical trials at the site level and ensures that they are conducted, recorded and reported in accordance with the protocol, standard operating procedures (SOP), good clinical practices (GCP), and other applicable regulatory requirements. Develops and maintains liaison with clinical investigators, medical educators, clinical research organizations (CRO), affiliated hospitals, state and/or government hospitals, and research institutions to initiate and expedite clinical studies on products that have investigational new drug or medical devices approval. Responsible for reviewing adverse event cases with investigators, determining and monitoring time schedules, preparing study documents, and issuing status reports. May assist with design, development, and monitoring of clinical evaluation projects. Trains investigators and site personnel. Includes headquarter and field clinical research associates (CRA). May contact and recommend qualified investigators to perform studies and initiate clinical trials. Ensures recruitment and retention of patients.

760.866.227	Translational Medicine Manager	Life Sciences	Clinical Research	Management	Manager	Manages teams within the Translational Medicine Sub-Function. Focus is on policy and strategy implementation and control rather than development. Typically handles short-term operational/tactical responsibilities. As the Manager of the Translational Medicine Sub-Function, oversees the strategy implementation and operations for initiating and executing the analysis of translation of non-human research to human clinical trials; coordinates analysis pathways to find links to diseases. Identifies and utilizes appropriate biomarkers to predict drug or biological efficacy in human. Establishes biomarkers to support preclinical and/or clinical studies. Utilizes biomarker assays to support clinical trials and clinical development decision-making. Utilizes innovative therapies and shows proof of concept. Provides oversight from research through clinical development, approval and life-cycle management. Supports the regulatory submissions and commercial efforts.

760.866.230	Clinical Research Supervisor	Life Sciences	Clinical Research	Management	Team Leader (Professionals)	Leads/supervises a team of 2 or more professionals; first level manager of a work team that could comprise professionals, technical and/or administrative staff. Typically without budget or hire/fire authority. Focuses on mentoring, coaching, and coordination. Designs and provides oversight of clinical research programs. Builds relationships with key opinion leaders and applies their input to enhance study design and protocols. Assures that clinical research program design meets scientific objectives and is aligned with commercial needs. Serves as medical/scientific consultant to marketing or research project teams and government regulatory agencies. Establishes the conditions essential for determining the safety, efficacy, medical usefulness, and marketability of drug or medical device products candidates. Interprets results of Phase I-IV investigations in preparation for new-drug or medical device application. May serve as safety expert for individual clinical projects.

760.866.232	Clinical Research Monitoring (CRA) Supervisor	Life Sciences	Clinical Research	Management	Team Leader (Professionals)	Leads/supervises a team of 2 or more professionals; first level manager of a work team that could comprise professionals, technical and/or administrative staff. Typically without budget or hire/fire authority. Focuses on mentoring, coaching, and coordination. Monitors progress of clinical trials at the site level and ensures that they are conducted, recorded and reported in accordance with the protocol, standard operating procedures (SOP), good clinical practices (GCP), and other applicable regulatory requirements. Develops and maintains liaison with clinical investigators, medical educators, clinical research organizations (CRO), affiliated hospitals, state and/or government hospitals, and research institutions to initiate and expedite clinical studies on products that have investigational new drug or medical devices approval. Responsible for reviewing adverse event cases with investigators, determining and monitoring time schedules, preparing study documents, and issuing status reports. May assist with design, development, and monitoring of clinical evaluation projects. Trains investigators and site personnel. Includes headquarter and field clinical research associates (CRA). May contact and recommend qualified investigators to perform studies and initiate clinical trials. Ensures recruitment and retention of patients.

760.866.237	Translational Medicine - Team Leader (Professionals)	Life Sciences	Clinical Research	Management	Team Leader (Professionals)	Leads/supervises a team of more than 2 professionals within the Translational Medicine Sub-Function; first level manager of a work team that may comprise professionals, technical and/or administrative staff. Typically without budget or hire/fire authority. Focuses on mentoring, coaching, and coordination. As the Team Leader (Professionals) of the Translational Medicine Sub-Function, supervises professionals in initiating and executing the analysis of translation of non-human research to human clinical trials; coordinates analysis pathways to find links to diseases. Identifies and utilizes appropriate biomarkers to predict drug or biological efficacy in human. Establishes biomarkers to support preclinical and/or clinical studies. Utilizes biomarker assays to support clinical trials and clinical development decision-making. Utilizes innovative therapies and shows proof of concept. Provides oversight from research through clinical development, approval and life-cycle management. Supports the regulatory submissions and commercial efforts.

760.866.240	Clinical Research - Team Leader	Life Sciences	Clinical Research	Management	Team Leader (Para-Professionals)	Leads/supervises a team of 2 or more para-professionals; first level manager of a work team that comprises para- professionals. Typically without budget or hire/fire authority. Focuses on mentoring, coaching, and coordination. Designs and provides oversight of clinical research programs. Builds relationships with key opinion leaders and applies their input to enhance study design and protocols. Assures that clinical research program design meets scientific objectives and is aligned with commercial needs. Serves as medical/scientific consultant to marketing or research project teams and government regulatory agencies. Establishes the conditions essential for determining the safety, efficacy, medical usefulness, and marketability of drug or medical device products candidates. Interprets results of Phase I-IV investigations in preparation for new-drug or medical device application. May serve as safety expert for individual clinical projects.

760.866.242	Clinical Research Monitoring (CRA) - Team Leader	Life Sciences	Clinical Research	Management	Team Leader (Para-Professionals)	Leads/supervises a team of 2 or more para-professionals; first level manager of a work team that comprises para- professionals. Typically without budget or hire/fire authority. Focuses on mentoring, coaching, and coordination. Monitors progress of clinical trials at the site level and ensures that they are conducted, recorded and reported in accordance with the protocol, standard operating procedures (SOP), good clinical practices (GCP), and other applicable regulatory requirements. Develops and maintains liaison with clinical investigators, medical educators, clinical research organizations (CRO), affiliated hospitals, state and/or government hospitals, and research institutions to initiate and expedite clinical studies on products that have investigational new drug or medical devices approval. Responsible for reviewing adverse event cases with investigators, determining and monitoring time schedules, preparing study documents, and issuing status reports. May assist with design, development, and monitoring of clinical evaluation projects. Trains investigators and site personnel. Includes headquarter and field clinical research associates (CRA). May contact and recommend qualified investigators to perform studies and initiate clinical trials. Ensures recruitment and retention of patients.

760.866.247	Translational Medicine - Team Leader (Para-Professionals)	Life Sciences	Clinical Research	Management	Team Leader (Para-Professionals)	Leads/supervises a team of more than 2 para-professionals within the Translational Medicine Sub-Function; first level manager of a work team that comprises para-professionals. Typically without budget or hire/fire authority. Focuses on mentoring, coaching, and coordination. As the Team Leader (Para-Professionals) of the Translational Medicine Sub-Function, supervises para-professionals in initiating and executing the analysis of translation of non-human research to human clinical trials; coordinates analysis pathways to find links to diseases. Identifies and utilizes appropriate biomarkers to predict drug or biological efficacy in human. Establishes biomarkers to support preclinical and/or clinical studies. Utilizes biomarker assays to support clinical trials and clinical development decision-making. Utilizes innovative therapies and shows proof of concept. Provides oversight from research through clinical development, approval and life-cycle management. Supports the regulatory submissions and commercial efforts.

760.866.310	Clinical Research Scientist - Pre-eminent	Life Sciences	Clinical Research	Professional	Pre-eminent	Individual contributor; superior in excellence; internationally recognized leader and contributor in field of expertise, speaks at national and international forums, contributes to the body of knowledge within area of expertise. Designs and provides oversight of clinical research programs. Builds relationships with key opinion leaders and applies their input to enhance study design and protocols. Assures that clinical research program design meets scientific objectives and is aligned with commercial needs. Serves as medical/scientific consultant to marketing or research project teams and government regulatory agencies. Establishes the conditions essential for determining the safety, efficacy, medical usefulness, and marketability of drug or medical device products candidates. Interprets results of Phase I-IV investigations in preparation for new-drug or medical device application. May serve as safety expert for individual clinical projects.

760.866.320	Clinical Research Scientist - Expert	Life Sciences	Clinical Research	Professional	Expert	Individual contributor and acknowledged expert both within the organization as well as within other organizations. Typically participates in industry/knowledge reference groups. Involves mastery of a specialized discipline and thorough understanding of a number of disciplines. May also require development of new solutions for complex projects. Designs and provides oversight of clinical research programs. Builds relationships with key opinion leaders and applies their input to enhance study design and protocols. Assures that clinical research program design meets scientific objectives and is aligned with commercial needs. Serves as medical/scientific consultant to marketing or research project teams and government regulatory agencies. Establishes the conditions essential for determining the safety, efficacy, medical usefulness, and marketability of drug or medical device products candidates. Interprets results of Phase I-IV investigations in preparation for new-drug or medical device application. May serve as safety expert for individual clinical projects.

760.866.327	Translational Medicine Scientist - Expert	Life Sciences	Clinical Research	Professional	Expert	Expert professional individual contributor within the Translational Medicine Sub-Function. Acknowledged expert within and outside the organization. Participates in industry groups. Mastered a specialized discipline, thorough understanding of a number of disciplines, and development of new solutions for complex projects. As the Expert in the Translational Medicine Sub-Function, has fully mastered approaches to initiating and executing the analysis of translation of non-human research to human clinical trials; coordinates analysis pathways to find links to diseases. Identifies and utilizes appropriate biomarkers to predict drug or biological efficacy in human. Establishes biomarkers to support preclinical and/or clinical studies. Utilizes biomarker assays to support clinical trials and clinical development decision-making. Utilizes innovative therapies and shows proof of concept. Provides oversight from research through clinical development, approval and life-cycle management. Supports the regulatory submissions and commercial efforts.

760.866.330	Clinical Research Scientist - Specialist	Life Sciences	Clinical Research	Professional	Specialist	Individual contributor with comprehensive knowledge in specific area. Ability to execute highly complex or specialized projects; adapts precedent and may make significant departures from traditional approaches to develop solutions. Designs and provides oversight of clinical research programs. Builds relationships with key opinion leaders and applies their input to enhance study design and protocols. Assures that clinical research program design meets scientific objectives and is aligned with commercial needs. Serves as medical/scientific consultant to marketing or research project teams and government regulatory agencies. Establishes the conditions essential for determining the safety, efficacy, medical usefulness, and marketability of drug or medical device products candidates. Interprets results of Phase I-IV investigations in preparation for new-drug or medical device application. May serve as safety expert for individual clinical projects.

760.866.332	Clinical Research Monitoring (CRA) Professional - Specialist	Life Sciences	Clinical Research	Professional	Specialist	Individual contributor with comprehensive knowledge in specific area. Ability to execute highly complex or specialized projects; adapts precedent and may make significant departures from traditional approaches to develop solutions. Monitors progress of clinical trials at the site level and ensures that they are conducted, recorded and reported in accordance with the protocol, standard operating procedures (SOP), good clinical practices (GCP), and other applicable regulatory requirements. Develops and maintains liaison with clinical investigators, medical educators, clinical research organizations (CRO), affiliated hospitals, state and/or government hospitals, and research institutions to initiate and expedite clinical studies on products that have investigational new drug or medical devices approval. Responsible for reviewing adverse event cases with investigators, determining and monitoring time schedules, preparing study documents, and issuing status reports. May assist with design, development, and monitoring of clinical evaluation projects. Trains investigators and site personnel. Includes headquarter and field clinical research associates (CRA). May contact and recommend qualified investigators to perform studies and initiate clinical trials. Ensures recruitment and retention of patients.

760.866.337	Translational Medicine Scientist - Specialist	Life Sciences	Clinical Research	Professional	Specialist	Specialist professional individual contributor with comprehensive knowledge in the area of Translational Medicine. Ability to execute highly complex or specialized projects; adapts precedent and may make significant departures from traditional approaches to develop solutions. As the Specialist in the Translational Medicine Sub-Function, considered as highly experienced and knowledgeable resource within the organization in initiating and executing the analysis of translation of non-human research to human clinical trials; coordinates analysis pathways to find links to diseases. Identifies and utilizes appropriate biomarkers to predict drug or biological efficacy in human. Establishes biomarkers to support preclinical and/or clinical studies. Utilizes biomarker assays to support clinical trials and clinical development decision-making. Utilizes innovative therapies and shows proof of concept. Provides oversight from research through clinical development, approval and life-cycle management. Supports the regulatory submissions and commercial efforts.

760.866.340	Clinical Research Scientist - Senior	Life Sciences	Clinical Research	Professional	Senior	Individual contributor that is fully proficient in applying established standards; knowledge based acquired from several years of experience in particular area. Works independently; may instruct or coach other professionals. Designs and provides oversight of clinical research programs. Builds relationships with key opinion leaders and applies their input to enhance study design and protocols. Assures that clinical research program design meets scientific objectives and is aligned with commercial needs. Serves as medical/scientific consultant to marketing or research project teams and government regulatory agencies. Establishes the conditions essential for determining the safety, efficacy, medical usefulness, and marketability of drug or medical device products candidates. Interprets results of Phase I-IV investigations in preparation for new-drug or medical device application. May serve as safety expert for individual clinical projects.

760.866.342	Clinical Research Monitoring (CRA) Professional - Senior	Life Sciences	Clinical Research	Professional	Senior	Individual contributor that is fully proficient in applying established standards; knowledge based acquired from several years of experience in particular area. Works independently; may instruct or coach other professionals. Monitors progress of clinical trials at the site level and ensures that they are conducted, recorded and reported in accordance with the protocol, standard operating procedures (SOP), good clinical practices (GCP), and other applicable regulatory requirements. Develops and maintains liaison with clinical investigators, medical educators, clinical research organizations (CRO), affiliated hospitals, state and/or government hospitals, and research institutions to initiate and expedite clinical studies on products that have investigational new drug or medical devices approval. Responsible for reviewing adverse event cases with investigators, determining and monitoring time schedules, preparing study documents, and issuing status reports. May assist with design, development, and monitoring of clinical evaluation projects. Trains investigators and site personnel. Includes headquarter and field clinical research associates (CRA). May contact and recommend qualified investigators to perform studies and initiate clinical trials. Ensures recruitment and retention of patients.

760.866.347	Translational Medicine Scientist - Senior	Life Sciences	Clinical Research	Professional	Senior	Senior professional individual contributor that is fully proficient in applying established standards; knowledge base acquired from several years of experience in the area of Translational Medicine. Works independently; may instruct or coach other professionals. As the Senior professional in the Translational Medicine Sub-Function, leads important projects in initiating and executing the analysis of translation of non-human research to human clinical trials; coordinates analysis pathways to find links to diseases. Identifies and utilizes appropriate biomarkers to predict drug or biological efficacy in human. Establishes biomarkers to support preclinical and/or clinical studies. Utilizes biomarker assays to support clinical trials and clinical development decision-making. Utilizes innovative therapies and shows proof of concept. Provides oversight from research through clinical development, approval and life-cycle management. Supports the regulatory submissions and commercial efforts.

760.866.350	Clinical Research Scientist - Experienced	Life Sciences	Clinical Research	Professional	Experienced	Individual contributor that works under limited supervision. Applies subject matter knowledge; requires capacity to understand specific needs or requirements to apply skills/knowledge. Designs and provides oversight of clinical research programs. Builds relationships with key opinion leaders and applies their input to enhance study design and protocols. Assures that clinical research program design meets scientific objectives and is aligned with commercial needs. Serves as medical/scientific consultant to marketing or research project teams and government regulatory agencies. Establishes the conditions essential for determining the safety, efficacy, medical usefulness, and marketability of drug or medical device products candidates. Interprets results of Phase I-IV investigations in preparation for new-drug or medical device application. May serve as safety expert for individual clinical projects.

760.866.352	Clinical Research Monitoring (CRA) Professional - Experienced	Life Sciences	Clinical Research	Professional	Experienced	Individual contributor that works under limited supervision. Applies subject matter knowledge; requires capacity to understand specific needs or requirements to apply skills/knowledge. Monitors progress of clinical trials at the site level and ensures that they are conducted, recorded and reported in accordance with the protocol, standard operating procedures (SOP), good clinical practices (GCP), and other applicable regulatory requirements. Develops and maintains liaison with clinical investigators, medical educators, clinical research organizations (CRO), affiliated hospitals, state and/or government hospitals, and research institutions to initiate and expedite clinical studies on products that have investigational new drug or medical devices approval. Responsible for reviewing adverse event cases with investigators, determining and monitoring time schedules, preparing study documents, and issuing status reports. May assist with design, development, and monitoring of clinical evaluation projects. Trains investigators and site personnel. Includes headquarter and field clinical research associates (CRA). May contact and recommend qualified investigators to perform studies and initiate clinical trials. Ensures recruitment and retention of patients.

760.866.357	Translational Medicine Scientist - Experienced	Life Sciences	Clinical Research	Professional	Experienced	Experienced professional individual contributor that works under limited supervision. Applies subject matter knowledge in the area of Translational Medicine; requires capacity to apply skills/knowledge within the context of specific needs or requirements. As the Experienced professional in the Translational Medicine Sub-Function, possesses well developed skills in initiating and executing the analysis of translation of non-human research to human clinical trials; coordinates analysis pathways to find links to diseases. Identifies and utilizes appropriate biomarkers to predict drug or biological efficacy in human. Establishes biomarkers to support preclinical and/or clinical studies. Utilizes biomarker assays to support clinical trials and clinical development decision-making. Utilizes innovative therapies and shows proof of concept. Provides oversight from research through clinical development, approval and life-cycle management. Supports the regulatory submissions and commercial efforts.

760.866.360	Clinical Research Scientist - Entry	Life Sciences	Clinical Research	Professional	Entry	Individual contributor representing the most common entry point for this career stream; works under direct supervision. Designs and provides oversight of clinical research programs. Builds relationships with key opinion leaders and applies their input to enhance study design and protocols. Assures that clinical research program design meets scientific objectives and is aligned with commercial needs. Serves as medical/scientific consultant to marketing or research project teams and government regulatory agencies. Establishes the conditions essential for determining the safety, efficacy, medical usefulness, and marketability of drug or medical device products candidates. Interprets results of Phase I-IV investigations in preparation for new-drug or medical device application. May serve as safety expert for individual clinical projects.

760.866.362	Clinical Research Monitoring (CRA) Professional - Entry	Life Sciences	Clinical Research	Professional	Entry	Individual contributor representing the most common entry point for this career stream; works under direct supervision. Monitors progress of clinical trials at the site level and ensures that they are conducted, recorded and reported in accordance with the protocol, standard operating procedures (SOP), good clinical practices (GCP), and other applicable regulatory requirements. Develops and maintains liaison with clinical investigators, medical educators, clinical research organizations (CRO), affiliated hospitals, state and/or government hospitals, and research institutions to initiate and expedite clinical studies on products that have investigational new drug or medical devices approval. Responsible for reviewing adverse event cases with investigators, determining and monitoring time schedules, preparing study documents, and issuing status reports. May assist with design, development, and monitoring of clinical evaluation projects. Trains investigators and site personnel. Includes headquarter and field clinical research associates (CRA). May contact and recommend qualified investigators to perform studies and initiate clinical trials. Ensures recruitment and retention of patients.

760.866.367	Translational Medicine Scientist - Entry	Life Sciences	Clinical Research	Professional	Entry	Entry level professional individual contributor representing the most common entry point for this career stream; works under direct supervision in the Translational Medicine area. As the Entry level professional in the Translational Medicine Sub-Function, applies broad knowledge in initiating and executing the analysis of translation of non-human research to human clinical trials; coordinates analysis pathways to find links to diseases. Identifies and utilizes appropriate biomarkers to predict drug or biological efficacy in human. Establishes biomarkers to support preclinical and/or clinical studies. Utilizes biomarker assays to support clinical trials and clinical development decision-making. Utilizes innovative therapies and shows proof of concept. Provides oversight from research through clinical development, approval and life-cycle management. Supports the regulatory submissions and commercial efforts.

760.866.410	Clinical Research Clerk - Senior	Life Sciences	Clinical Research	Para-Professional	Senior	Individual contributor that is fully proficient in applying established standards; knowledge based acquired from several years of experience in particular area. Works independently; may instruct or coach other para-professionals. Designs and provides oversight of clinical research programs. Builds relationships with key opinion leaders and applies their input to enhance study design and protocols. Assures that clinical research program design meets scientific objectives and is aligned with commercial needs. Serves as medical/scientific consultant to marketing or research project teams and government regulatory agencies. Establishes the conditions essential for determining the safety, efficacy, medical usefulness, and marketability of drug or medical device products candidates. Interprets results of Phase I-IV investigations in preparation for new-drug or medical device application. May serve as safety expert for individual clinical projects. Report only incumbents with M.D. degree.

760.866.412	Clinical Trial Operations Administrator - Senior	Life Sciences	Clinical Research	Para-Professional	Senior	Individual contributor that is fully proficient in applying established standards; knowledge based acquired from several years of experience in particular area. Works independently; may instruct or coach other para-professionals. Monitors progress of clinical trials at the site level and ensures that they are conducted, recorded and reported in accordance with the protocol, standard operating procedures (SOP), good clinical practices (GCP), and other applicable regulatory requirements. Develops and maintains liaison with clinical investigators, medical educators, clinical research organizations (CRO), affiliated hospitals, state and/or government hospitals, and research institutions to initiate and expedite clinical studies on products that have investigational new drug or medical devices approval. Responsible for reviewing adverse event cases with investigators, determining and monitoring time schedules, preparing study documents, and issuing status reports. May assist with design, development, and monitoring of clinical evaluation projects. Trains investigators and site personnel. Includes headquarter and field clinical research associates (CRA). May contact and recommend qualified investigators to perform studies and initiate clinical trials. Ensures recruitment and retention of patients.

760.866.420	Clinical Research Clerk - Experienced	Life Sciences	Clinical Research	Para-Professional	Experienced	Individual contributor that works under limited supervision. Applies subject matter knowledge; requires capacity to understand specific needs or requirements to apply skills/knowledge. Designs and provides oversight of clinical research programs. Builds relationships with key opinion leaders and applies their input to enhance study design and protocols. Assures that clinical research program design meets scientific objectives and is aligned with commercial needs. Serves as medical/scientific consultant to marketing or research project teams and government regulatory agencies. Establishes the conditions essential for determining the safety, efficacy, medical usefulness, and marketability of drug or medical device products candidates. Interprets results of Phase I-IV investigations in preparation for new-drug or medical device application. May serve as safety expert for individual clinical projects. Report only incumbents with M.D. degree.

760.866.422	Clinical Trial Operations Administrator - Experienced	Life Sciences	Clinical Research	Para-Professional	Experienced	Individual contributor that works under limited supervision. Applies subject matter knowledge; requires capacity to understand specific needs or requirements to apply skills/knowledge. Monitors progress of clinical trials at the site level and ensures that they are conducted, recorded and reported in accordance with the protocol, standard operating procedures (SOP), good clinical practices (GCP), and other applicable regulatory requirements. Develops and maintains liaison with clinical investigators, medical educators, clinical research organizations (CRO), affiliated hospitals, state and/or government hospitals, and research institutions to initiate and expedite clinical studies on products that have investigational new drug or medical devices approval. Responsible for reviewing adverse event cases with investigators, determining and monitoring time schedules, preparing study documents, and issuing status reports. May assist with design, development, and monitoring of clinical evaluation projects. Trains investigators and site personnel. Includes headquarter and field clinical research associates (CRA). May contact and recommend qualified investigators to perform studies and initiate clinical trials. Ensures recruitment and retention of patients.

760.866.430	Clinical Research Clerk - Entry	Life Sciences	Clinical Research	Para-Professional	Entry	Individual contributor representing the most common entry point for this career stream; works under direct supervision. Designs and provides oversight of clinical research programs. Builds relationships with key opinion leaders and applies their input to enhance study design and protocols. Assures that clinical research program design meets scientific objectives and is aligned with commercial needs. Serves as medical/scientific consultant to marketing or research project teams and government regulatory agencies. Establishes the conditions essential for determining the safety, efficacy, medical usefulness, and marketability of drug or medical device products candidates. Interprets results of Phase I-IV investigations in preparation for new-drug or medical device application. May serve as safety expert for individual clinical projects. Report only incumbents with M.D. degree.

760.866.432	Clinical Trial Operations Administrator - Entry	Life Sciences	Clinical Research	Para-Professional	Entry	Individual contributor representing the most common entry point for this career stream; works under direct supervision. Monitors progress of clinical trials at the site level and ensures that they are conducted, recorded and reported in accordance with the protocol, standard operating procedures (SOP), good clinical practices (GCP), and other applicable regulatory requirements. Develops and maintains liaison with clinical investigators, medical educators, clinical research organizations (CRO), affiliated hospitals, state and/or government hospitals, and research institutions to initiate and expedite clinical studies on products that have investigational new drug or medical devices approval. Responsible for reviewing adverse event cases with investigators, determining and monitoring time schedules, preparing study documents, and issuing status reports. May assist with design, development, and monitoring of clinical evaluation projects. Trains investigators and site personnel. Includes headquarter and field clinical research associates (CRA). May contact and recommend qualified investigators to perform studies and initiate clinical trials. Ensures recruitment and retention of patients.

760.868.121	Head of Strategic Market Access	Life Sciences	Health Economics	Executive	Function Head	Creates and executes comprehensive Market Access strategies through the integration of pricing and reimbursement, health technology assessment, evidence-based medicine review, and health economic modeling activities. Designs, develops and implements an integrated approach to all aspects of the payer value proposition from early development through and beyond loss of exclusivity. Communicates the product's unique attributes to external multi-stakeholders to ensure its value proposition will be recognized and maximize market uptake. Works collectively with payers, including HTA, reimbursement influencers and other decision makers to ensure the continuous changing reimbursement systems remain fair to all involved parties. Develops strategic studies with the end-customer in mind to ensure that the results (when positive) will favorably impact pricing, reimbursement and market access as well as market uptake. Conducts pricing research. Works with Health Economics/Outcomes Research to design pricing strategy.

760.868.130	Head of Health Economics	Life Sciences	Health Economics	Executive	Sub-Function Head	Leads a sub-function or a corporate staff function. Provides short to medium-term tactical direction and operational oversight. May specify new products, processes and standards to support corporate strategies including the interpretation and application of broad policy guidelines. Designs and implements economic research studies for clinical trials that provide economic perspective for product portfolio decisions, marketing, product reimbursement strategies and regulatory agency submissions. Compares and evaluates the economic value of products and therapies with the clinical and quality of life outcomes data from clinical trials and/or epidemiology studies. Works closely with product reimbursement to help develop strategies and marketing and pricing programs. Works with clinical research to add health economics endpoints to clinical trials and biostatisticians to analyze and report study results.

760.868.131	Head of Market Access	Life Sciences	Health Economics	Executive	Sub-Function Head	Leads the Market Access Sub-Function. Provides short to medium-term tactical direction and operational oversight. May specify new products, processes and standards to support corporate strategies including interpretation and application. As the Head of the Market Access Sub-Function, sets the tactical direction for building and maintaining market access through creation and maintenance of relationships with health economic opinion leaders, reimbursement agencies, medical associations and primary care organizations. Inform and shape opinion regarding the value of company products within the health community. Secure reimbursement for products through timely preparation of submissions, effective understanding of local processes and networking with key stakeholders. Proactively monitor external environment, customers and competitors to identify opportunities for protecting and improving value capture. Optimize payer value proposition and pricing policy.

760.868.210	Health Economics - Senior Manager	Life Sciences	Health Economics	Management	Senior Manager	Manages within a nominated sub-function or related sub-functions; typically a highly experienced manager. Decisions tend to be more tactical and operational; geographic scope of operation tends to be at the country level. Typically accountable for budget and policy recommendations and medium-term planning. Designs and implements economic research studies for clinical trials that provide economic perspective for product portfolio decisions, marketing, product reimbursement strategies and regulatory agency submissions. Compares and evaluates the economic value of products and therapies with the clinical and quality of life outcomes data from clinical trials and/or epidemiology studies. Works closely with product reimbursement to help develop strategies and marketing and pricing programs. Works with clinical research to add health economics endpoints to clinical trials and biostatisticians to analyze and report study results.

760.868.211	Market Access - Senior Manager	Life Sciences	Health Economics	Management	Senior Manager	Manages within the Market Access Sub-Function; typically a highly experienced manager. Decisions tend to be more tactical and operational; geographic scope of operation tends to be at the country level. Typically accountable for budget. As the Senior Manager of the Market Access Sub-Function, manages and develops strategies for building and maintaining market access through creation and maintenance of relationships with health economic opinion leaders, reimbursement agencies, medical associations and primary care organizations. Inform and shape opinion regarding the value of company products within the health community. Secure reimbursement for products through timely preparation of submissions, effective understanding of local processes and networking with key stakeholders. Proactively monitor external environment, customers and competitors to identify opportunities for protecting and improving value capture. Optimize payer value proposition and pricing policy.

760.868.220	Health Economics Manager	Life Sciences	Health Economics	Management	Manager	Managing teams with focus on policy and strategy implementation and control rather than development; short-term operational/tactical responsibilities. Designs and implements economic research studies for clinical trials that provide economic perspective for product portfolio decisions, marketing, product reimbursement strategies and regulatory agency submissions. Compares and evaluates the economic value of products and therapies with the clinical and quality of life outcomes data from clinical trials and/or epidemiology studies. Works closely with product reimbursement to help develop strategies and marketing and pricing programs. Works with clinical research to add health economics endpoints to clinical trials and biostatisticians to analyze and report study results.

760.868.221	Market Access Manager	Life Sciences	Health Economics	Management	Manager	Manages teams within the Market Access Sub-Function. Focus is on policy and strategy implementation and control rather than development. Typically handles short-term operational/tactical responsibilities. As the Manager of the Market Access Sub-Function, oversees the strategy implementation and operations for building and maintaining market access through creation and maintenance of relationships with health economic opinion leaders, reimbursement agencies, medical associations and primary care organizations. Inform and shape opinion regarding the value of company products within the health community. Secure reimbursement for products through timely preparation of submissions, effective understanding of local processes and networking with key stakeholders. Proactively monitor external environment, customers and competitors to identify opportunities for protecting and improving value capture. Optimize payer value proposition and pricing policy.

760.868.230	Health Economics Supervisor	Life Sciences	Health Economics	Management	Team Leader (Professionals)	Leads/supervises a team of 2 or more professionals; first level manager of a work team that could comprise professionals, technical and/or administrative staff. Typically without budget or hire/fire authority. Focuses on mentoring, coaching, and coordination. Designs and implements economic research studies for clinical trials that provide economic perspective for product portfolio decisions, marketing, product reimbursement strategies and regulatory agency submissions. Compares and evaluates the economic value of products and therapies with the clinical and quality of life outcomes data from clinical trials and/or epidemiology studies. Works closely with product reimbursement to help develop strategies and marketing and pricing programs. Works with clinical research to add health economics endpoints to clinical trials and biostatisticians to analyze and report study results.

760.868.231	Market Access Supervisor	Life Sciences	Health Economics	Management	Team Leader (Professionals)	Leads/supervises a team of more than 2 professionals within the Market Access Sub-Function; first level manager of a work team that may comprise professionals, technical and/or administrative staff. Typically without budget or hire/fire authority. Focuses on mentoring, coaching, and coordination. As the Supervisor of the Market Access Sub-Function, supervises professionals in building and maintaining market access through creation and maintenance of relationships with health economic opinion leaders, reimbursement agencies, medical associations and primary care organizations. Inform and shape opinion regarding the value of company products within the health community. Secure reimbursement for products through timely preparation of submissions, effective understanding of local processes and networking with key stakeholders. Proactively monitor external environment, customers and competitors to identify opportunities for protecting and improving value capture. Optimize payer value proposition and pricing policy.

760.868.330	Health Economist - Specialist	Life Sciences	Health Economics	Professional	Specialist	Individual contributor with comprehensive knowledge in specific area. Ability to execute highly complex or specialized projects; adapts precedent and may make significant departures from traditional approaches to develop solutions. Designs and implements economic research studies for clinical trials that provide economic perspective for product portfolio decisions, marketing, product reimbursement strategies and regulatory agency submissions. Compares and evaluates the economic value of products and therapies with the clinical and quality of life outcomes data from clinical trials and/or epidemiology studies. Works closely with product reimbursement to help develop strategies and marketing and pricing programs. Works with clinical research to add health economics endpoints to clinical trials and biostatisticians to analyze and report study results.

760.868.331	Market Access Professional - Specialist	Life Sciences	Health Economics	Professional	Specialist	Specialist professional individual contributor with comprehensive knowledge in the area of Market Access. Ability to execute highly complex or specialized projects; adapts precedent and may make significant departures from traditional approaches to develop solutions. As the Specialist in the Market Access Sub-Function, considered as highly experienced and knowledgeable resource within the organization in building and maintaining market access through creation and maintenance of relationships with health economic opinion leaders, reimbursement agencies, medical associations and primary care organizations. Inform and shape opinion regarding the value of company products within the health community. Secure reimbursement for products through timely preparation of submissions, effective understanding of local processes and networking with key stakeholders. Proactively monitor external environment, customers and competitors to identify opportunities for protecting and improving value capture. Optimize payer value proposition and pricing policy.

760.868.340	Health Economist - Senior	Life Sciences	Health Economics	Professional	Senior	Individual contributor that is fully proficient in applying established standards; knowledge based acquired from several years of experience in particular area. Works independently; may instruct or coach other professionals. Designs and implements economic research studies for clinical trials that provide economic perspective for product portfolio decisions, marketing, product reimbursement strategies and regulatory agency submissions. Compares and evaluates the economic value of products and therapies with the clinical and quality of life outcomes data from clinical trials and/or epidemiology studies. Works closely with product reimbursement to help develop strategies and marketing and pricing programs. Works with clinical research to add health economics endpoints to clinical trials and biostatisticians to analyze and report study results.

760.868.341	Market Access Professional - Senior	Life Sciences	Health Economics	Professional	Senior	Senior professional individual contributor that is fully proficient in applying established standards; knowledge base acquired from several years of experience in the area of Market Access. Works independently; may instruct or coach other professionals. As the Senior professional in the Market Access Sub-Function, leads important projects in building and maintaining market access through creation and maintenance of relationships with health economic opinion leaders, reimbursement agencies, medical associations and primary care organizations. Inform and shape opinion regarding the value of company products within the health community. Secure reimbursement for products through timely preparation of submissions, effective understanding of local processes and networking with key stakeholders. Proactively monitor external environment, customers and competitors to identify opportunities for protecting and improving value capture. Optimize payer value proposition and pricing policy.

760.868.350	Health Economist - Experienced	Life Sciences	Health Economics	Professional	Experienced	Individual contributor that works under limited supervision. Applies subject matter knowledge; requires capacity to understand specific needs or requirements to apply skills/knowledge. Designs and implements economic research studies for clinical trials that provide economic perspective for product portfolio decisions, marketing, product reimbursement strategies and regulatory agency submissions. Compares and evaluates the economic value of products and therapies with the clinical and quality of life outcomes data from clinical trials and/or epidemiology studies. Works closely with product reimbursement to help develop strategies and marketing and pricing programs. Works with clinical research to add health economics endpoints to clinical trials and biostatisticians to analyze and report study results.

760.868.351	Market Access Professional - Experienced	Life Sciences	Health Economics	Professional	Experienced	Experienced professional individual contributor that works under limited supervision. Applies subject matter knowledge in the area of Market Access; requires capacity to apply skills/knowledge within the context of specific needs or requirements. As the Experienced professional in the Market Access Sub-Function, possesses well developed skills in building and maintaining market access through creation and maintenance of relationships with health economic opinion leaders, reimbursement agencies, medical associations and primary care organizations. Inform and shape opinion regarding the value of company products within the health community. Secure reimbursement for products through timely preparation of submissions, effective understanding of local processes and networking with key stakeholders. Proactively monitor external environment, customers and competitors to identify opportunities for protecting and improving value capture. Optimize payer value proposition and pricing policy.

760.868.360	Health Economist - Entry	Life Sciences	Health Economics	Professional	Entry	Individual contributor representing the most common entry point for this career stream; works under direct supervision. Designs and implements economic research studies for clinical trials that provide economic perspective for product portfolio decisions, marketing, product reimbursement strategies and regulatory agency submissions. Compares and evaluates the economic value of products and therapies with the clinical and quality of life outcomes data from clinical trials and/or epidemiology studies. Works closely with product reimbursement to help develop strategies and marketing and pricing programs. Works with clinical research to add health economics endpoints to clinical trials and biostatisticians to analyze and report study results.

760.868.361	Market Access Professional - Entry	Life Sciences	Health Economics	Professional	Entry	Entry level professional individual contributor representing the most common entry point for this career stream; works under direct supervision in the Market Access area. As the Entry level professional in the Market Access Sub-Function, applies broad knowledge in building and maintaining market access through creation and maintenance of relationships with health economic opinion leaders, reimbursement agencies, medical associations and primary care organizations. Inform and shape opinion regarding the value of company products within the health community. Secure reimbursement for products through timely preparation of submissions, effective understanding of local processes and networking with key stakeholders. Proactively monitor external environment, customers and competitors to identify opportunities for protecting and improving value capture. Optimize payer value proposition and pricing policy.

760.870.130	Head of Medical Affairs	Life Sciences	Medical Affairs & Information	Executive	Sub-Function Head	Leads the Medical Affairs Sub-Function. Provides short to medium-term tactical direction and operational oversight. May specify new products, processes and standards to support corporate strategies including interpretation and application. As the Head of the Medical Affairs Sub-Function, sets the tactical direction for overseeing the direction, planning, execution, clinical trials/research and the data collection activities. Contributes to implementation of clinical protocols, and facilitates completion of final reports. Recruits clinical investigators and negotiates study design and costs. Responsible for directing human clinical trials, phases III & IV for company products under development. Participates in adverse event reporting and safety responsibilities monitoring. Coordinates and provides reporting information for reports submitted to the regulatory agencies. Monitors adherence to protocols and determines study completion. Coordinates and oversees investigator initiations and group studies. May participate in adverse event reporting and safety responsibilities monitoring. May act as consultant/liaison with other corporations when working under licensing agreements.

760.870.131	Head of Medical Information	Life Sciences	Medical Affairs & Information	Executive	Sub-Function Head	Leads the Medical Information Sub-Function. Provides short to medium-term tactical direction and operational oversight. May specify new products, processes and standards to support corporate strategies including interpretation and application. As the Head of the Medical Information Sub-Function, sets the tactical direction for developing and providing to the company, its customers, and the government medical and technical information relating to the company's marketed products. Provides, reviews, and ensures medical activities (including promotional support, operational reviews and planning, and clinical protocols) are implemented in alignment with product strategies, and in compliance with regulatory policies and guidelines. Contributes to the development, review, and approval of clinical protocols.

760.870.137	Head of Medical Scientific Liaison - Sub-Function	Life Sciences	Medical Affairs & Information	Executive	Sub-Function Head	Leads the Medical Scientific Liaison Sub-Function. Provides short to medium-term tactical direction and operational oversight. May specify new products, processes and standards to support corporate strategies including interpretation and application. Sets the tactical direction for medical activities within a therapeutic area. Provide specialist support in response to both internal and external queries to ensure the prompt provision of accurate scientific and medical information (including adverse event reporting). Act as scientific expert in the area and develop resources for the therapy team. Establish and develop relationships with medical specialist groups to expand research, advisory and educational partnership opportunities in selected therapeutic areas. Develop plans to build and maintain strong medical relationships. Meet with key external experts to facilitate both product and pipeline discussions. Work with product managers to ensure alignment and consistency in strategy and tactics. Provide assistance on special projects including medical affairs, continuing medical education, advisory boards, key opinion leader development, scientific reviews, local clinical trials and investigator clinical meetings.

760.870.138	Head of Medical Writing - Sub-Function	Life Sciences	Medical Affairs & Information	Executive	Sub-Function Head	Leads the Medical Writing Sub-Function. Provides short to medium-term tactical direction and operational oversight. May specify new products, processes and standards to support corporate strategies including interpretation and application. Sets the tactical direction for editing, rewriting or otherwise preparing for publication manuscripts on clinical studies and scientific reports including special summaries from raw data for submission to the Food and Drug Administration (FDA) or for in-company use, monographs, comprehensive reviews, scientific exhibits, and other projects requiring skill in medical communication. Complies, analyzes, and summarizes additional data from other sources as needed. Prepares sales education materials and manuals for sales, product brochures and literature for new products, and revises existing literature. Writes and maintains files on informative journal abstracts According to current or estimated future needs. Composes medical papers from outlines provided by doctors for presentations. May prepare responses regarding company products, drugs, or diseases and refers in-depth technical inquiries to medical personnel. Requires knowledge of product areas, current developments, and keeping abreast of current literature.

760.870.210	Medical Information - Senior Manager	Life Sciences	Medical Affairs & Information	Management	Senior Manager	Manages teams within the Medical Information sub-function. Typically a highly experienced manager. Decisions tend to be more tactical and operational; geographic scope of operation tends to be at the country level. Typically accountable for budget and policy recommendations and medium-term planning. Develops and provides to the company, its customers, and the government, medical and technical information relating to the company's marketed products. Provides, reviews, and ensures medical activities (including promotional support, operational reviews and planning, and clinical protocols) are implemented in alignment with product strategies, and in compliance with regulatory policies and guidelines. Contributes to the development, review, and approval of clinical protocols.

760.870.211	Medical Affairs - Senior Manager	Life Sciences	Medical Affairs & Information	Management	Senior Manager	Manages within the Medical Affairs Sub-Function; typically a highly experienced manager. Decisions tend to be more tactical and operational; geographic scope of operation tends to be at the country level. Typically accountable for budget. As the Senior Manager of the Medical Affairs Sub-Function, manages and develops strategies for overseeing the direction, planning, execution, clinical trials/research and the data collection activities. Contributes to implementation of clinical protocols, and facilitates completion of final reports. Recruits clinical investigators and negotiates study design and costs. Responsible for directing human clinical trials, phases III & IV for company products under development. Participates in adverse event reporting and safety responsibilities monitoring. Coordinates and provides reporting information for reports submitted to the regulatory agencies. Monitors adherence to protocols and determines study completion. Coordinates and oversees investigator initiations and group studies. May participate in adverse event reporting and safety responsibilities monitoring. May act as consultant/liaison with other corporations when working under licensing agreements.

760.870.217	Medical Scientific Liaison - Senior Manager	Life Sciences	Medical Affairs & Information	Management	Senior Manager	Manages within the Medical Scientific Liaison Sub-Function; typically a highly experienced manager. Decisions tend to be more tactical and operational; geographic scope of operation tends to be at the country level. Typically accountable for budget. Manages and develops strategies for medical activities within a therapeutic area. Provide specialist support in response to both internal and external queries to ensure the prompt provision of accurate scientific and medical information (including adverse event reporting). Act as scientific expert in the area and develop resources for the therapy team. Establish and develop relationships with medical specialist groups to expand research, advisory and educational partnership opportunities in selected therapeutic areas. Develop plans to build and maintain strong medical relationships. Meet with key external experts to facilitate both product and pipeline discussions. Work with product managers to ensure alignment and consistency in strategy and tactics. Provide assistance on special projects including medical affairs, continuing medical education, advisory boards, key opinion leader development, scientific reviews, local clinical trials and investigator clinical meetings.

760.870.218	Medical Writing - Senior Manager	Life Sciences	Medical Affairs & Information	Management	Senior Manager	Manages within the Medical Writing Sub-Function; typically a highly experienced manager. Decisions tend to be more tactical and operational; geographic scope of operation tends to be at the country level. Typically accountable for budget. Manages and develops strategies for editing, rewriting or otherwise preparing for publication manuscripts on clinical studies and scientific reports including special summaries from raw data for submission to the Food and Drug Administration (FDA) or for in-company use, monographs, comprehensive reviews, scientific exhibits and other projects requiring skill in medical communication. Complies, analyzes and summarizes additional data from other sources as needed. Prepares sales education materials and manuals for sales, product brochures and literature for new products, and revises existing literature. Writes and maintains files on informative journal abstracts According to current or estimated future needs. Composes medical papers from outlines provided by doctors for presentations. May prepare responses regarding company products, drugs or diseases and refers in-depth technical inquiries to medical personnel. Requires knowledge of product areas, current developments and keeping abreast of current literature.

760.870.220	Medical Affairs Manager	Life Sciences	Medical Affairs & Information	Management	Manager	Manages teams within the Medical Affairs Sub-Function. Focus is on policy and strategy implementation and control rather than development. Typically handles short-term operational/tactical responsibilities. As the Manager of the Medical Affairs Sub-Function, oversees the strategy implementation and operations for overseeing the direction, planning, execution, clinical trials/research and the data collection activities. Contributes to implementation of clinical protocols, and facilitates completion of final reports. Recruits clinical investigators and negotiates study design and costs. Responsible for directing human clinical trials, phases III & IV for company products under development. Participates in adverse event reporting and safety responsibilities monitoring. Coordinates and provides reporting information for reports submitted to the regulatory agencies. Monitors adherence to protocols and determines study completion. Coordinates and oversees investigator initiations and group studies. May participate in adverse event reporting and safety responsibilities monitoring. May act as consultant/liaison with other corporations when working under licensing agreements.

760.870.225	Medical Information Manager	Life Sciences	Medical Affairs & Information	Management	Manager	Manages teams within the Medical Information Sub-Function. Focus is on policy and strategy implementation and control rather than development. Typically handles short-term operational/tactical responsibilities. As the Manager of the Medical Information Sub-Function, oversees the strategy implementation and operations for developing and providing to the company, its customers, and the government medical and technical information relating to the company's marketed products. Provides, reviews, and ensures medical activities (including promotional support, operational reviews and planning, and clinical protocols) are implemented in alignment with product strategies, and in compliance with regulatory policies and guidelines. Contributes to the development, review, and approval of clinical protocols.

760.870.227	Medical Scientific Liaison Manager	Life Sciences	Medical Affairs & Information	Management	Manager	Manages teams within the Medical Scientific Liaison Sub-Function. Focus is on policy and strategy implementation and control rather than development. Typically handles short-term operational/tactical responsibilities. Oversees the strategy implementation and operations for medical activities within a therapeutic area. Provide specialist support in response to both internal and external queries to ensure the prompt provision of accurate scientific and medical information (including adverse event reporting). Act as scientific expert in the area and develop resources for the therapy team. Establish and develop relationships with medical specialist groups to expand research, advisory and educational partnership opportunities in selected therapeutic areas. Develop plans to build and maintain strong medical relationships. Meet with key external experts to facilitate both product and pipeline discussions. Work with product managers to ensure alignment and consistency in strategy and tactics. Provide assistance on special projects including medical affairs, continuing medical education, advisory boards, key opinion leader development, scientific reviews, local clinical trials and investigator clinical meetings.

760.870.228	Medical Writing - Manager	Life Sciences	Medical Affairs & Information	Management	Manager	Manages teams within the Medical Writing Sub-Function. Focus is on policy and strategy implementation and control rather than development. Typically handles short-term operational/tactical responsibilities. Oversees the strategy implementation and operations for editing, rewriting, or otherwise preparing for publication manuscripts on clinical studies and scientific reports including special summaries from raw data for submission to the Food and Drug Administration (FDA) or for in-company use, monographs, comprehensive reviews, scientific exhibits, and other projects requiring skill in medical communication. Complies, analyzes, and summarizes additional data from other sources as needed. Prepares sales education materials and manuals for sales, product brochures and literature for new products, and revises existing literature. Writes and maintains files on informative journal abstracts According to current or estimated future needs. Composes medical papers from outlines provided by doctors for presentations. May prepare responses regarding company products, drugs, or diseases and refers in-depth technical inquiries to medical personnel. Requires knowledge of product areas, and current developments.

760.870.230	Medical Information Supervisor	Life Sciences	Medical Affairs & Information	Management	Team Leader (Professionals)	Leads/supervises a team of more than 2 professionals within the Medical Information Sub-Function; first level manager of a work team that may comprise professionals, technical and/or administrative staff. Typically without budget or hire/fire authority. Focuses on mentoring, coaching, and coordination. As the Supervisor of the Medical Information Sub-Function, supervises professionals in developing and providing to the company, its customers, and the government medical and technical information relating to the company's marketed products. Provides, reviews, and ensures medical activities (including promotional support, operational reviews and planning, and clinical protocols) are implemented in alignment with product strategies, and in compliance with regulatory policies and guidelines. Contributes to the development, review, and approval of clinical protocols.

760.870.232	Medical Affairs - Supervisor	Life Sciences	Medical Affairs & Information	Management	Team Leader (Professionals)	Leads/supervises a team of more than 2 professionals within the Medical Affairs Sub-Function; first level manager of a work team that may comprise professionals, technical and/or administrative staff. Typically without budget or hire/fire authority. Focuses on mentoring, coaching, and coordination. As the Supervisor of the Medical Affairs Sub-Function, supervises professionals in overseeing the direction, planning, execution, clinical trials/research and the data collection activities. Contributes to implementation of clinical protocols, and facilitates completion of final reports. Recruits clinical investigators and negotiates study design and costs. Responsible for directing human clinical trials, phases III & IV for company products under development. Participates in adverse event reporting and safety responsibilities monitoring. Coordinates and provides reporting information for reports submitted to the regulatory agencies. Monitors adherence to protocols and determines study completion. Coordinates and oversees investigator initiations and group studies. May participate in adverse event reporting and safety responsibilities monitoring. May act as consultant/liaison with other corporations when working under licensing agreements.

760.870.237	Medical Scientific Liaison Supervisor	Life Sciences	Medical Affairs & Information	Management	Team Leader (Professionals)	Leads/supervises a team of more than 2 professionals within the Medical Scientific Liaison Sub-Function; first level manager of a work team that may comprise professionals, technical and/or administrative staff. Typically without budget or hire/fire authority. Focuses on mentoring, coaching, and coordination. Supervises professionals in medical activities within a therapeutic area. Provide specialist support in response to both internal and external queries to ensure the prompt provision of accurate scientific and medical information (including adverse event reporting). Act as scientific expert in the area and develop resources for the therapy team. Establish and develop relationships with medical specialist groups to expand research, advisory and educational partnership opportunities in selected therapeutic areas. Develop plans to build and maintain strong medical relationships. Meet with key external experts to facilitate both product and pipeline discussions. Work with product managers to ensure alignment and consistency in strategy and tactics. Provide assistance on special projects including medical affairs, continuing medical education, advisory boards, key opinion leader development, scientific reviews, local clinical trials and investigator clinical meetings.

760.870.238	Medical Writing - Supervisor	Life Sciences	Medical Affairs & Information	Management	Team Leader (Professionals)	Leads/supervises a team of more than 2 professionals within the Medical Writing Sub-Function; first level manager of a work team that may comprise professionals, technical and/or administrative staff. Typically without budget or hire/fire authority. Focuses on mentoring, coaching, and coordination. Supervises professionals in editing, rewriting, or otherwise preparing for publication manuscripts on clinical studies and scientific reports including special summaries from raw data for submission to the Food and Drug Administration (FDA) or for in-company use, monographs, comprehensive reviews, scientific exhibits, and other projects requiring skill in medical communication. Complies, analyzes, and summarizes additional data from other sources as needed. Prepares sales education materials and manuals for sales, product brochures and literature for new products, and revises existing literature. Writes and maintains files on informative journal abstracts According to current or estimated future needs. Composes medical papers from outlines provided by doctors for presentations. May prepare responses regarding company products, drugs, or diseases and refers in-depth technical inquiries to medical personnel. Requires knowledge of product areas, current developments, and keeping abreast of current literature.

760.870.240	Medical Affairs - Team Leader	Life Sciences	Medical Affairs & Information	Management	Team Leader (Para-Professionals)	Leads/supervises a team of more than 2 para-professionals within the Medical Affairs Sub-Function; first level manager of a work team that comprises para-professionals. Typically without budget or hire/fire authority. Focuses on mentoring, coaching, and coordination. As the Team Leader (Para-Professionals) of the Medical Affairs Sub-Function, supervises para-professionals in overseeing the direction, planning, execution, clinical trials/research and the data collection activities. Contributes to implementation of clinical protocols, and facilitates completion of final reports. Recruits clinical investigators and negotiates study design and costs. Responsible for directing human clinical trials, phases III & IV for company products under development. Participates in adverse event reporting and safety responsibilities monitoring. Coordinates and provides reporting information for reports submitted to the regulatory agencies. Monitors adherence to protocols and determines study completion. Coordinates and oversees investigator initiations and group studies. May participate in adverse event reporting and safety responsibilities monitoring. May act as consultant/liaison with other corporations when working under licensing agreements.

760.870.241	Medical Information - Team Leader	Life Sciences	Medical Affairs & Information	Management	Team Leader (Para-Professionals)	Leads/supervises a team of more than 2 para-professionals within the Medical Information Sub-Function; first level manager of a work team that comprises para-professionals. Typically without budget or hire/fire authority. Focuses on mentoring, coaching, and coordination. As the Team Leader (Para-Professionals) of the Medical Information Sub-Function, supervises para-professionals in developing and providing to the company, its customers, and the government medical and technical information relating to the company's marketed products. Provides, reviews, and ensures medical activities (including promotional support, operational reviews and planning, and clinical protocols) are implemented in alignment with product strategies, and in compliance with regulatory policies and guidelines. Contributes to the development, review, and approval of clinical protocols.

760.870.328	Medical Writer - Expert	Life Sciences	Medical Affairs & Information	Professional	Expert	Expert professional individual contributor within the Medical Writing Sub-Function. Acknowledged expert within & outside the organization. Participates in industry groups. Mastered a specialized discipline, thorough understanding of a number of disciplines, and development of new solutions for complex projects. Has fully mastered approaches to editing, rewriting or otherwise preparing for publication manuscripts on clinical studies and scientific reports including special summaries from raw data for submission to the Food and Drug Administration (FDA) or for in-company use, monographs, comprehensive reviews, scientific exhibits and other projects requiring skill in medical communication. Complies, analyzes, and summarizes additional data from other sources as needed. Prepares sales education materials and manuals for sales, product brochures and literature for new products and revises existing literature. Writes and maintains files on informative journal abstracts According to current or estimated future needs. Composes medical papers from outlines provided by doctors for presentations. May prepare responses regarding company products, drugs or diseases and refers in-depth technical inquiries to medical personnel. Requires knowledge of product areas, current developments, and keeping abreast of current literature.

760.870.330	Medical Affairs Professional - Specialist	Life Sciences	Medical Affairs & Information	Professional	Specialist	Specialist professional individual contributor with comprehensive knowledge in the area of Medical Affairs. Ability to execute highly complex or specialized projects; adapts precedent and may make significant departures from traditional approaches to develop solutions. As the Specialist in the Medical Affairs Sub-Function, considered as highly experienced and knowledgeable resource within the organization in overseeing the direction, planning, execution, clinical trials/research and the data collection activities. Contributes to implementation of clinical protocols, and facilitates completion of final reports. Recruits clinical investigators and negotiates study design and costs. Responsible for directing human clinical trials, phases III & IV for company products under development. Participates in adverse event reporting and safety responsibilities monitoring. Coordinates and provides reporting information for reports submitted to the regulatory agencies. Monitors adherence to protocols and determines study completion. Coordinates and oversees investigator initiations and group studies. May participate in adverse event reporting and safety responsibilities monitoring. May act as consultant/liaison with other corporations when working under licensing agreements.

760.870.331	Medical Information Professional - Specialist	Life Sciences	Medical Affairs & Information	Professional	Specialist	Specialist professional individual contributor with comprehensive knowledge in the area of Medical Information. Ability to execute highly complex or specialized projects; adapts precedent and may make significant departures from traditional approaches to develop solutions. As the Specialist in the Medical Information Sub-Function, considered as highly experienced and knowledgeable resource within the organization in developing and providing to the company, its customers, and the government medical and technical information relating to the company's marketed products. Provides, reviews, and ensures medical activities (including promotional support, operational reviews and planning, and clinical protocols) are implemented in alignment with product strategies, and in compliance with regulatory policies and guidelines. Contributes to the development, review, and approval of clinical protocols.

760.870.337	Medical Scientific Liaison - Specialist	Life Sciences	Medical Affairs & Information	Professional	Specialist	Specialist professional individual contributor with comprehensive knowledge in the area of Medical Scientific Liaison. Ability to execute highly complex or specialized projects; adapts precedent and may make significant departures from traditional approaches to develop solutions. Considered as highly experienced and knowledgeable resource within the organization in medical activities within a therapeutic area. Provide specialist support in response to both internal and external queries to ensure the prompt provision of accurate scientific and medical information (including adverse event reporting). Act as scientific expert in the area and develop resources for the therapy team. Establish and develop relationships with medical specialist groups to expand research, advisory and educational partnership opportunities. Develop plans to build and maintain strong medical relationships. Meet with key external experts to facilitate both product and pipeline discussions. Work with product managers to ensure alignment and consistency in strategy and tactics. Provide assistance on special projects including medical affairs, continuing medical education, advisory boards, key opinion leader development, scientific reviews, local clinical trials and investigator clinical meetings.

760.870.338	Medical Writer - Specialist	Life Sciences	Medical Affairs & Information	Professional	Specialist	Specialist professional individual contributor with comprehensive knowledge in the area of Medical Writing. Ability to execute highly complex or specialized projects; adapts precedent and may make significant departures from traditional approaches to develop solutions. Considered as highly experienced and knowledgeable resource within the organization in editing, rewriting, or otherwise preparing for publication manuscripts on clinical studies and scientific reports including special summaries from raw data for submission to the FDA or for in-company use, monographs, comprehensive reviews, scientific exhibits, and other projects requiring skill in medical communication. Complies, analyzes, and summarizes additional data from other sources as needed. Prepares sales education materials and manuals for sales, product brochures and literature for new products, and revises existing literature. Writes and maintains files on informative journal abstracts According to current or estimated future needs. Composes medical papers from outlines provided by doctors for presentations. May prepare responses regarding company products, drugs, or diseases and refers in-depth technical inquiries to medical personnel. Requires knowledge of product areas and current developments.

760.870.341	Medical Information Professional - Senior	Life Sciences	Medical Affairs & Information	Professional	Senior	Senior professional individual contributor that is fully proficient in applying established standards; knowledge base acquired from several years of experience in the area of Medical Information. Works independently; may instruct or coach other professionals. As the Senior professional in the Medical Information Sub-Function, leads important projects in developing and providing to the company, its customers, and the government medical and technical information relating to the company's marketed products. Provides, reviews, and ensures medical activities (including promotional support, operational reviews and planning, and clinical protocols) are implemented in alignment with product strategies, and in compliance with regulatory policies and guidelines. Contributes to the development, review, and approval of clinical protocols.

760.870.342	Medical Affairs Professional - Senior	Life Sciences	Medical Affairs & Information	Professional	Senior	Senior professional individual contributor that is fully proficient in applying established standards; knowledge base acquired from several years of experience in the area of Medical Affairs. Works independently; may instruct or coach other professionals. As the Senior professional in the Medical Affairs Sub-Function, leads important projects in overseeing the direction, planning, execution, clinical trials/research and the data collection activities. Contributes to implementation of clinical protocols, and facilitates completion of final reports. Recruits clinical investigators and negotiates study design and costs. Responsible for directing human clinical trials, phases III & IV for company products under development. Participates in adverse event reporting and safety responsibilities monitoring. Coordinates and provides reporting information for reports submitted to the regulatory agencies. Monitors adherence to protocols and determines study completion. Coordinates and oversees investigator initiations and group studies. May participate in adverse event reporting and safety responsibilities monitoring. May act as consultant/liaison with other corporations when working under licensing agreements.

760.870.347	Medical Scientific Liaison - Senior	Life Sciences	Medical Affairs & Information	Professional	Senior	Senior professional individual contributor that is fully proficient in applying established standards; knowledge base acquired from several years of experience in the area of Medical Scientific Liaison. Works independently; may instruct or coach other professionals. Leads important projects in medical activities within a therapeutic area. Provide specialist support in response to both internal and external queries to ensure the prompt provision of accurate scientific and medical information (including adverse event reporting). Act as scientific expert in the area and develop resources for the therapy team. Establish and develop relationships with medical specialist groups to expand research, advisory and educational partnership opportunities in selected therapeutic areas. Develop plans to build and maintain strong medical relationships. Meet with key external experts to facilitate both product and pipeline discussions. Work with product managers to ensure alignment and consistency in strategy and tactics. Provide assistance on special projects including medical affairs, continuing medical education, advisory boards, key opinion leader development, scientific reviews, local clinical trials and investigator clinical meetings.

760.870.348	Medical Writer - Senior	Life Sciences	Medical Affairs & Information	Professional	Senior	Senior professional individual contributor that is fully proficient in applying established standards; knowledge base acquired from several years of experience in the area of Medical Writing. Works independently; may instruct or coach other professionals. As the Senior professional in the Medical Writing Sub-Function, leads important projects in editing, rewriting, or otherwise preparing for publication manuscripts on clinical studies and scientific reports including special summaries from raw data for submission to the Food and Drug Administration (FDA) or for in-company use, monographs, comprehensive reviews, scientific exhibits, and other projects requiring skill in medical communication. Complies, analyzes, and summarizes additional data from other sources as needed. Prepares sales education materials and manuals for sales, product brochures and literature for new products, and revises existing literature. Writes and maintains files on informative journal abstracts According to current or estimated future needs. Composes medical papers from outlines provided by doctors for presentations. May prepare responses regarding company products, drugs, or diseases and refers in-depth technical inquiries to medical personnel.

760.870.353	Medical Affairs Professional - Experienced	Life Sciences	Medical Affairs & Information	Professional	Experienced	Experienced professional individual contributor that works under limited supervision. Applies subject matter knowledge in the area of Medical Affairs; requires capacity to apply skills/knowledge within the context of specific needs or requirements. As the Experienced professional in the Medical Affairs Sub-Function, possesses well developed skills in overseeing the direction, planning, execution, clinical trials/research and the data collection activities. Contributes to implementation of clinical protocols, and facilitates completion of final reports. Recruits clinical investigators and negotiates study design and costs. Responsible for directing human clinical trials, phases III & IV for company products under development. Participates in adverse event reporting and safety responsibilities monitoring. Coordinates and provides reporting information for reports submitted to the regulatory agencies. Monitors adherence to protocols and determines study completion. Coordinates and oversees investigator initiations and group studies. May participate in adverse event reporting and safety responsibilities monitoring. May act as consultant/liaison with other corporations when working under licensing agreements.

760.870.355	Medical Information Professional - Experienced	Life Sciences	Medical Affairs & Information	Professional	Experienced	Experienced professional individual contributor that works under limited supervision. Applies subject matter knowledge in the area of Medical Information; requires capacity to apply skills/knowledge within the context of specific needs or requirements. As the Experienced professional in the Medical Information Sub-Function, possesses well developed skills in developing and providing to the company, its customers, and the government medical and technical information relating to the company's marketed products. Provides, reviews, and ensures medical activities (including promotional support, operational reviews and planning, and clinical protocols) are implemented in alignment with product strategies, and in compliance with regulatory policies and guidelines. Contributes to the development, review, and approval of clinical protocols.

760.870.357	Medical Scientific Liaison - Experienced	Life Sciences	Medical Affairs & Information	Professional	Experienced	Experienced professional individual contributor that works under limited supervision. Applies subject matter knowledge in the area of Medical Scientific Liaison; requires capacity to apply skills/knowledge within the context of specific needs or requirements. Possesses well developed skills in medical activities within a therapeutic area. Provide specialist support in response to both internal and external queries to ensure the prompt provision of accurate scientific and medical information (including adverse event reporting). Act as scientific expert in the area and develop resources for the therapy team. Establish and develop relationships with medical specialist groups to expand research, advisory and educational partnership opportunities in selected therapeutic areas. Develop plans to build and maintain strong medical relationships. Meet with key external experts to facilitate both product and pipeline discussions. Work with product managers to ensure alignment and consistency in strategy and tactics. Provide assistance on special projects including medical affairs, continuing medical education, advisory boards, key opinion leader development, scientific reviews, local clinical trials and investigator clinical meetings.

760.870.358	Medical Writer - Experienced	Life Sciences	Medical Affairs & Information	Professional	Experienced	Experienced professional individual contributor that works under limited supervision. Applies subject matter knowledge in the area of Medical Writing; requires capacity to apply skills/knowledge within the context of specific needs or requirements. Possesses well developed skills in editing, rewriting, or otherwise preparing for publication manuscripts on clinical studies and scientific reports including special summaries from raw data for submission to the Food and Drug Administration (FDA) or for in-company use, monographs, comprehensive reviews, scientific exhibits and other projects requiring skill in medical communication. Complies, analyzes and summarizes additional data from other sources as needed. Prepares sales education materials and manuals for sales, product brochures and literature for new products, and revises existing literature. Writes and maintains files on informative journal abstracts According to current or estimated future needs. Composes medical papers from outlines provided by doctors for presentations. May prepare responses regarding company products, drugs or diseases and refers in-depth technical inquiries to medical personnel. Requires knowledge of product areas, current developments and keeping abreast of current literature.

760.870.360	Medical Information Professional - Entry	Life Sciences	Medical Affairs & Information	Professional	Entry	Entry level professional individual contributor representing the most common entry point for this career stream; works under direct supervision in the Medical Information area. As the Entry level professional in the Medical Information Sub-Function, applies broad knowledge in developing and providing to the company, its customers, and the government medical and technical information relating to the company's marketed products. Provides, reviews, and ensures medical activities (including promotional support, operational reviews and planning, and clinical protocols) are implemented in alignment with product strategies, and in compliance with regulatory policies and guidelines. Contributes to the development, review, and approval of clinical protocols.

760.870.363	Medical Affairs Professional - Entry	Life Sciences	Medical Affairs & Information	Professional	Entry	Entry level professional individual contributor representing the most common entry point for this career stream; works under direct supervision in the Medical Affairs area. As the Entry level professional in the Medical Affairs Sub-Function, applies broad knowledge in overseeing the direction, planning, execution, clinical trials/research and the data collection activities. Contributes to implementation of clinical protocols, and facilitates completion of final reports. Recruits clinical investigators and negotiates study design and costs. Responsible for directing human clinical trials, phases III & IV for company products under development. Participates in adverse event reporting and safety responsibilities monitoring. Coordinates and provides reporting information for reports submitted to the regulatory agencies. Monitors adherence to protocols and determines study completion. Coordinates and oversees investigator initiations and group studies. May participate in adverse event reporting and safety responsibilities monitoring. May act as consultant/liaison with other corporations when working under licensing agreements.

760.870.367	Medical Scientific Liaison - Entry	Life Sciences	Medical Affairs & Information	Professional	Entry	Entry level professional individual contributor representing the most common entry point for this career stream; works under direct supervision in the Medical Scientific Liaison area. Applies broad knowledge in medical activities within a therapeutic area. Provide specialist support in response to both internal and external queries to ensure the prompt provision of accurate scientific and medical information (including adverse event reporting). Act as scientific expert in the area and develop resources for the therapy team. Establish and develop relationships with medical specialist groups to expand research, advisory and educational partnership opportunities in selected therapeutic areas. Develop plans to build and maintain strong medical relationships. Meet with key external experts to facilitate both product and pipeline discussions. Work with product managers to ensure alignment and consistency in strategy and tactics. Provide assistance on special projects including medical affairs, continuing medical education, advisory boards, key opinion leader development, scientific reviews, local clinical trials and investigator clinical meetings.

760.870.368	Medical Writer - Entry	Life Sciences	Medical Affairs & Information	Professional	Entry	Entry level professional individual contributor representing the most common entry point for this career stream; works under direct supervision in the Medical Writing area. Applies broad knowledge in editing, rewriting, or otherwise preparing for publication manuscripts on clinical studies and scientific reports including special summaries from raw data for submission to the Food and Drug Administration (FDA) or for in-company use, monographs, comprehensive reviews, scientific exhibits, and other projects requiring skill in medical communication. Complies, analyzes, and summarizes additional data from other sources as needed. Prepares sales education materials and manuals for sales, product brochures and literature for new products, and revises existing literature. Writes and maintains files on informative journal abstracts According to current or estimated future needs. Composes medical papers from outlines provided by doctors for presentations. May prepare responses regarding company products, drugs, or diseases and refers in-depth technical inquiries to medical personnel. Requires knowledge of product areas, current developments, and keeping abreast of current literature.

760.870.410	Medical Affairs Administrator - Senior	Life Sciences	Medical Affairs & Information	Para-Professional	Senior	Individual contributor that is fully proficient in applying established standards; knowledge based acquired from several years of experience in particular area. Works independently; may instruct or coach other para-professionals. Develops and provides to the company, its customers, and the government medical and technical information relating to the company's marketed products. Provides medical and operational support to marketed products in the assigned portfolio. Provides, reviews, and ensures medical activities (including promotional support, operational reviews and planning, and clinical protocols) are implemented in alignment with product strategies, and in compliance with regulatory policies and guidelines. Prepares final study reports and publications. Signs off on product safety reviews.

760.870.411	Medical Information Administrator - Senior	Life Sciences	Medical Affairs & Information	Para-Professional	Senior	Individual contributor that is fully proficient in applying established standards; knowledge based acquired from several years of experience in particular area. Works independently; may instruct or coach other para-professionals. Writes and edits manuscripts on clinical studies and/or scientific reports including special summaries from raw data for submission to regulatory agencies or for in-company use, monographs, comprehensive reviews, scientific exhibits, and other projects requiring skill in medical communication. Compiles, analyzes, and summarizes additional data from other sources as needed. Prepares literature for new products, and revises existing literature. Writes and maintains files on informative journal abstracts according to current or estimated future needs. Composes medical papers from outlines provided by doctors for presentations. May prepare responses regarding company products, drugs, or diseases and refers in-depth technical inquiries to medical personnel. Requires knowledge of product areas, current developments, and keeping abreast of current literature.

760.870.420	Medical Affairs Administrator - Experienced	Life Sciences	Medical Affairs & Information	Para-Professional	Experienced	Individual contributor that works under limited supervision. Applies subject matter knowledge; requires capacity to understand specific needs or requirements to apply skills/knowledge. Develops and provides to the company, its customers, and the government medical and technical information relating to the company's marketed products. Provides medical and operational support to marketed products in the assigned portfolio. Provides, reviews, and ensures medical activities (including promotional support, operational reviews and planning, and clinical protocols) are implemented in alignment with product strategies, and in compliance with regulatory policies and guidelines. Prepares final study reports and publications. Signs off on product safety reviews.

760.870.430	Medical Affairs Administrator - Entry	Life Sciences	Medical Affairs & Information	Para-Professional	Entry	Individual contributor representing the most common entry point for this career stream; works under direct supervision. Develops and provides to the company, its customers, and the government medical and technical information relating to the company's marketed products. Provides medical and operational support to marketed products in the assigned portfolio. Provides, reviews, and ensures medical activities (including promotional support, operational reviews and planning, and clinical protocols) are implemented in alignment with product strategies, and in compliance with regulatory policies and guidelines. Prepares final study reports and publications. Signs off on product safety reviews.

760.872.130	Head of Microbiology	Life Sciences	Microbiology	Executive	Sub-Function Head	Leads a sub-function or a corporate staff function. Provides short to medium-term tactical direction and operational oversight. May specify new products, processes and standards to support corporate strategies including the interpretation and application of broad policy guidelines. Carries out studies in the growth, structure, development, and general characteristics of bacteria and other microorganisms. Isolates and produces cultures of microorganisms to identify them and to observe their action upon living tissues and dead organic matter of animals, plants, and other microorganisms. Conducts chemical analysis of substances such as acids, alcohol, and enzymes. Evaluates new substances prior to their initiation into clinical and/or toxicological investigations by verifying activity.

760.872.210	Microbiology - Senior Manager	Life Sciences	Microbiology	Management	Senior Manager	Manages within a nominated sub-function or related sub-functions; typically a highly experienced manager. Decisions tend to be more tactical and operational; geographic scope of operation tends to be at the country level. Typically accountable for budget and policy recommendations and medium-term planning. Carries out studies in the growth, structure, development, and general characteristics of bacteria and other microorganisms. Isolates and produces cultures of microorganisms to identify them and to observe their action upon living tissues and dead organic matter of animals, plants, and other microorganisms. Conducts chemical analysis of substances such as acids, alcohol, and enzymes. Evaluates new substances prior to their initiation into clinical and/or toxicological investigations by verifying activity.

760.872.220	Microbiology Manager	Life Sciences	Microbiology	Management	Manager	Managing teams with focus on policy and strategy implementation and control rather than development; short-term operational/tactical responsibilities. Carries out studies in the growth, structure, development, and general characteristics of bacteria and other microorganisms. Isolates and produces cultures of microorganisms to identify them and to observe their action upon living tissues and dead organic matter of animals, plants, and other microorganisms. Conducts chemical analysis of substances such as acids, alcohol, and enzymes. Evaluates new substances prior to their initiation into clinical and/or toxicological investigations by verifying activity.

760.872.230	Microbiology Supervisor	Life Sciences	Microbiology	Management	Team Leader (Professionals)	Leads/supervises a team of 2 or more professionals; first level manager of a work team that could comprise professionals, technical and/or administrative staff. Typically without budget or hire/fire authority. Focuses on mentoring, coaching, and coordination. Carries out studies in the growth, structure, development, and general characteristics of bacteria and other microorganisms. Isolates and produces cultures of microorganisms to identify them and to observe their action upon living tissues and dead organic matter of animals, plants, and other microorganisms. Conducts chemical analysis of substances such as acids, alcohol, and enzymes. Evaluates new substances prior to their initiation into clinical and/or toxicological investigations by verifying activity.

760.872.310	Microbiologist - Pre-eminent	Life Sciences	Microbiology	Professional	Pre-eminent	Individual contributor; superior in excellence; internationally recognized leader and contributor in field of expertise, speaks at national and international forums, contributes to the body of knowledge within area of expertise. Carries out studies in the growth, structure, development, and general characteristics of bacteria and other microorganizms. Isolates and produces cultures of microorganizms to identify them and to observe their action upon living tissues and dead organic matter of animals, plants, and other microorganizms. Conducts chemical analysis of substances such as acids, alcohol, and enzymes. Evaluates new substances prior to their initiation into clinical and/or toxicological investigations by verifying activity.

760.872.320	Microbiologist - Expert	Life Sciences	Microbiology	Professional	Expert	Individual contributor and acknowledged expert both within the organization as well as within other organizations. Typically participates in industry/knowledge reference groups. Involves mastery of a specialized discipline and thorough understanding of a number of disciplines. May also require development of new solutions for complex projects. Carries out studies in the growth, structure, development, and general characteristics of bacteria and other microorganisms. Isolates and produces cultures of microorganisms to identify them and to observe their action upon living tissues and dead organic matter of animals, plants, and other microorganisms. Conducts chemical analysis of substances such as acids, alcohol, and enzymes. Evaluates new substances prior to their initiation into clinical and/or toxicological investigations by verifying activity.

760.872.330	Microbiologist - Specialist	Life Sciences	Microbiology	Professional	Specialist	Individual contributor with comprehensive knowledge in specific area. Ability to execute highly complex or specialized projects; adapts precedent and may make significant departures from traditional approaches to develop solutions. Carries out studies in the growth, structure, development, and general characteristics of bacteria and other microorganisms. Isolates and produces cultures of microorganisms to identify them and to observe their action upon living tissues and dead organic matter of animals, plants, and other microorganisms. Conducts chemical analysis of substances such as acids, alcohol, and enzymes. Evaluates new substances prior to their initiation into clinical and/or toxicological investigations by verifying activity.

760.872.340	Microbiologist - Senior	Life Sciences	Microbiology	Professional	Senior	Individual contributor that is fully proficient in applying established standards; knowledge based acquired from several years of experience in particular area. Works independently; may instruct or coach other professionals. Carries out studies in the growth, structure, development, and general characteristics of bacteria and other microorganisms. Isolates and produces cultures of microorganisms to identify them and to observe their action upon living tissues and dead organic matter of animals, plants, and other microorganisms. Conducts chemical analysis of substances such as acids, alcohol, and enzymes. Evaluates new substances prior to their initiation into clinical and/or toxicological investigations by verifying activity.

760.872.350	Microbiologist - Experienced	Life Sciences	Microbiology	Professional	Experienced	Individual contributor that works under limited supervision. Applies subject matter knowledge; requires capacity to understand specific needs or requirements to apply skills/knowledge. Carries out studies in the growth, structure, development, and general characteristics of bacteria and other microorganizms. Isolates and produces cultures of microorganizms to identify them and to observe their action upon living tissues and dead organic matter of animals, plants, and other microorganizms. Conducts chemical analysis of substances such as acids, alcohol, and enzymes. Evaluates new substances prior to their initiation into clinical and/or toxicological investigations by verifying activity.
760.872.360	Microbiologist - Entry	Life Sciences	Microbiology	Professional	Entry	Individual contributor representing the most common entry point for this career stream; works under direct supervision. Carries out studies in the growth, structure, development, and general characteristics of bacteria and other microorganisms. Isolates and produces cultures of microorganisms to identify them and to observe their action upon living tissues and dead organic matter of animals, plants, and other microorganisms. Conducts chemical analysis of substances such as acids, alcohol, and enzymes. Evaluates new substances prior to their initiation into clinical and/or toxicological investigations by verifying activity.

760.876.130	Head of Pharmacovigilance	Life Sciences	Pharmaceutics	Executive	Sub-Function Head	Leads a sub-function or a corporate staff function. Provides short to medium-term tactical direction and operational oversight. May specify new products, processes and standards to support corporate strategies including the interpretation and application of broad policy guidelines. Responsible for the company's drug surveillance program including the necessary follow-up, assessment, and relatedness to product on adverse reaction reports, oversight of safety in clinical trials and post marketing programs. Participates in the resolution of any legal liability and complying with governmental regulations. May provide trending and safety signal detection and risk management assessment for the products' life cycle.

760.876.131	Head of Pharmaceutics	Life Sciences	Pharmaceutics	Executive	Sub-Function Head	Leads a sub-function or a corporate staff function. Provides short to medium-term tactical direction and operational oversight. May specify new products, processes and standards to support corporate strategies including the interpretation and application of broad policy guidelines. Studies the effects of drugs and compounds in tissues, cells and subcellular preparations derived from animals and/or humans. Experiments with animals and tissue to determine the effect of new drug compound entities utilizing in-vivo, in-vitro, and ex-vivo models on cells, tissues and whole animal systems. Develops in-vivo and in-vitro models for compound screening and profiling; investigates the mechanism of action for research targets and compounds.

760.876.137	Head of Research Pharmacy - Sub-Function	Life Sciences	Pharmaceutics	Executive	Sub-Function Head	Leads the Research Pharmacy Sub-Function. Provides short to medium-term tactical direction and operational oversight. May specify new products, processes and standards to support corporate strategies including interpretation and application. As the Head of the Research Pharmacy Sub-Function, sets the tactical direction for designing dosage forms for drug products. Develops procedures for the economical mass production of dosage forms in cooperation with the pharmaceutical pilot-plant and production department. Evaluates physical parameters critical to the formula and makes recommendations around product specifications. Requires knowledge of the theory and techniques of scientific and industrial pharmacy. Requires a specialized understanding of chemical, biochemical, biological, medical, patent, and commercial factors. Evaluates and develops new technologies, and makes recommendations concerning acquisition and application of new technologies. May be pharmacists, chemists, engineers or others from similar scientific disciplines. May be responsible for the manufacture of dosage forms used for clinical trials.

760.876.210	Pharmacovigilance - Senior Manager	Life Sciences	Pharmaceutics	Management	Senior Manager	Manages within a nominated sub-function or related sub-functions; typically a highly experienced manager. Decisions tend to be more tactical and operational; geographic scope of operation tends to be at the country level. Typically accountable for budget and policy recommendations and medium-term planning. Responsible for the company's drug surveillance program including the necessary follow-up, assessment, and relatedness to product on adverse reaction reports, oversight of safety in clinical trials and post marketing programs. Participates in the resolution of any legal liability and complying with governmental regulations. May provide trending and safety signal detection and risk management assessment for the products' life cycle.

760.876.211	Pharmaceutics - Senior Manager	Life Sciences	Pharmaceutics	Management	Senior Manager	Manages within a nominated sub-function or related sub-functions; typically a highly experienced manager. Decisions tend to be more tactical and operational; geographic scope of operation tends to be at the country level. Typically accountable for budget and policy recommendations and medium-term planning. Studies the effects of drugs and compounds in tissues, cells and subcellular preparations derived from animals and/or humans. Experiments with animals and tissue to determine the effect of new drug compound entities utilizing in-vivo, in-vitro, and ex-vivo models on cells, tissues and whole animal systems. Develops in-vivo and in-vitro models for compound screening and profiling; investigates the mechanism of action for research targets and compounds.

760.876.217	Research Pharmacy - Senior Manager	Life Sciences	Pharmaceutics	Management	Senior Manager	Manages within the Research Pharmacy Sub-Function; typically a highly experienced manager. Decisions tend to be more tactical and operational; geographic scope of operation tends to be at the country level. Typically accountable for budget. As the Senior Manager of the Research Pharmacy Sub-Function, manages and develops strategies for designing dosage forms for drug products. Develops procedures for the economical mass production of dosage forms in cooperation with the pharmaceutical pilot-plant and production department. Evaluates physical parameters critical to the formula and makes recommendations around product specifications. Requires knowledge of the theory and techniques of scientific and industrial pharmacy. Requires a specialized understanding of chemical, biochemical, biological, medical, patent, and commercial factors. Evaluates and develops new technologies, and makes recommendations concerning acquisition and application of new technologies. May be pharmacists, chemists, engineers or others from similar scientific disciplines. May be responsible for the manufacture of dosage forms used for clinical trials.

760.876.220	Pharmacovigilance Manager	Life Sciences	Pharmaceutics	Management	Manager	Managing teams with focus on policy and strategy implementation and control rather than development; short-term operational/tactical responsibilities. Responsible for the company's drug surveillance program including the necessary follow-up, assessment, and relatedness to product on adverse reaction reports, oversight of safety in clinical trials and post marketing programs. Participates in the resolution of any legal liability and complying with governmental regulations. May provide trending and safety signal detection and risk management assessment for the products' life cycle.
760.876.221	Pharmaceutics Manager	Life Sciences	Pharmaceutics	Management	Manager	Managing teams with focus on policy and strategy implementation and control rather than development; short-term operational/tactical responsibilities. Studies the effects of drugs and compounds in tissues, cells and subcellular preparations derived from animals and/or humans. Experiments with animals and tissue to determine the effect of new drug compound entities utilizing in-vivo, in-vitro, and ex-vivo models on cells, tissues and whole animal systems. Develops in-vivo and in-vitro models for compound screening and profiling; investigates the mechanism of action for research targets and compounds.

760.876.227	Research Pharmacy Manager	Life Sciences	Pharmaceutics	Management	Manager	Manages teams within the Research Pharmacy Sub-Function. Focus is on policy and strategy implementation and control rather than development. Typically handles short-term operational/tactical responsibilities. As the Manager of the Research Pharmacy Sub-Function, oversees the strategy implementation and operations for designing dosage forms for drug products. Develops procedures for the economical mass production of dosage forms in cooperation with the pharmaceutical pilot-plant and production department. Evaluates physical parameters critical to the formula and makes recommendations around product specifications. Requires knowledge of the theory and techniques of scientific and industrial pharmacy. Requires a specialized understanding of chemical, biochemical, biological, medical, patent, and commercial factors. Evaluates and develops new technologies, and makes recommendations concerning acquisition and application of new technologies. May be pharmacists, chemists, engineers or others from similar scientific disciplines. May be responsible for the manufacture of dosage forms used for clinical trials.

760.876.230	Pharmacovigilance Supervisor	Life Sciences	Pharmaceutics	Management	Team Leader (Professionals)	Leads/supervises a team of 2 or more professionals; first level manager of a work team that could comprise professionals, technical and/or administrative staff. Typically without budget or hire/fire authority. Focuses on mentoring, coaching, and coordination. Responsible for the company's drug surveillance program including the necessary follow-up, assessment, and relatedness to product on adverse reaction reports, oversight of safety in clinical trials and post marketing programs. Participates in the resolution of any legal liability and complying with governmental regulations. May provide trending and safety signal detection and risk management assessment for the products' life cycle.

760.876.231	Pharmaceutics Supervisor	Life Sciences	Pharmaceutics	Management	Team Leader (Professionals)	Leads/supervises a team of 2 or more professionals; first level manager of a work team that could comprise professionals, technical and/or administrative staff. Typically without budget or hire/fire authority. Focuses on mentoring, coaching, and coordination. Studies the effects of drugs and compounds in tissues, cells and subcellular preparations derived from animals and/or humans. Experiments with animals and tissue to determine the effect of new drug compound entities utilizing in-vivo, in-vitro, and ex-vivo models on cells, tissues and whole animal systems. Develops in-vivo and in-vitro models for compound screening and profiling; investigates the mechanism of action for research targets and compounds.

760.876.237	Research Pharmacy - Team Leader (Professionals)	Life Sciences	Pharmaceutics	Management	Team Leader (Professionals)	Leads/supervises a team of more than 2 professionals within the Research Pharmacy Sub-Function; first level manager of a work team that may comprise professionals, technical and/or administrative staff. Typically without budget or hire/fire authority. Focuses on mentoring, coaching, and coordination. As the Team Leader (Professionals) of the Research Pharmacy Sub-Function, supervises professionals in designing dosage forms for drug products. Develops procedures for the economical mass production of dosage forms in cooperation with the pharmaceutical pilot-plant and production department. Evaluates physical parameters critical to the formula and makes recommendations around product specifications. Requires knowledge of the theory and techniques of scientific and industrial pharmacy. Requires a specialized understanding of chemical, biochemical, biological, medical, patent, and commercial factors. Evaluates and develops new technologies, and makes recommendations concerning acquisition and application of new technologies. May be pharmacists, chemists, engineers or others from similar scientific disciplines. May be responsible for the manufacture of dosage forms used for clinical trials.

760.876.247	Research Pharmacy - Team Leader (Para-Professionals)	Life Sciences	Pharmaceutics	Management	Team Leader (Para-Professionals)	Leads/supervises a team of more than 2 para-professionals within the Research Pharmacy Sub-Function; first level manager of a work team that comprises para-professionals. Typically without budget or hire/fire authority. Focuses on mentoring, coaching, and coordination. As the Team Leader (Para-Professionals) of the Research Pharmacy Sub-Function, supervises para-professionals in designing dosage forms for drug products. Develops procedures for the economical mass production of dosage forms in cooperation with the pharmaceutical pilot-plant and production department. Evaluates physical parameters critical to the formula and makes recommendations around product specifications. Requires knowledge of the theory and techniques of scientific and industrial pharmacy. Requires a specialized understanding of chemical, biochemical, biological, medical, patent, and commercial factors. Evaluates and develops new technologies, and makes recommendations concerning acquisition and application of new technologies. May be pharmacists, chemists, engineers or others from similar scientific disciplines. May be responsible for the manufacture of dosage forms used for clinical trials.

760.876.311	Clinical Pharmacologist - Pre-eminent	Life Sciences	Pharmaceutics	Professional	Pre-eminent	Individual contributor; superior in excellence; internationally recognized leader and contributor in field of expertise, speaks at national and international forums, contributes to the body of knowledge within area of expertise. Studies the effects of drugs and compounds in tissues, cells and subcellular preparations derived from animals and/or humans. Experiments with animals and tissue to determine the effect of new drug compound entities utilizing in-vivo, in-vitro, and ex-vivo models on cells, tissues and whole animal systems. Develops in-vivo and in-vitro models for compound screening and profiling; investigates the mechanism of action for research targets and compounds.

760.876.321	Clinical Pharmacologist - Expert	Life Sciences	Pharmaceutics	Professional	Expert	Individual contributor and acknowledged expert both within the organization as well as within other organizations. Typically participates in industry/knowledge reference groups. Involves mastery of a specialized discipline and thorough understanding of a number of disciplines. May also require development of new solutions for complex projects. Studies the effects of drugs and compounds in tissues, cells and subcellular preparations derived from animals and/or humans. Experiments with animals and tissue to determine the effect of new drug compound entities utilizing in-vivo, in-vitro, and ex-vivo models on cells, tissues and whole animal systems. Develops in-vivo and in-vitro models for compound screening and profiling; investigates the mechanism of action for research targets and compounds.

760.876.327	Research Pharmacy Scientist - Expert	Life Sciences	Pharmaceutics	Professional	Expert	Expert professional individual contributor within the Research Pharmacy Sub-Function. Acknowledged expert within and outside the organization. Participates in industry groups. Mastered a specialized discipline, thorough understanding of a number of disciplines, and development of new solutions for complex projects. As the Expert in the Research Pharmacy Sub-Function, has fully mastered approaches to designing dosage forms for drug products. Develops procedures for the economical mass production of dosage forms in cooperation with the pharmaceutical pilot-plant and production department. Evaluates physical parameters critical to the formula and makes recommendations around product specifications. Requires knowledge of the theory and techniques of scientific and industrial pharmacy. Requires a specialized understanding of chemical, biochemical, biological, medical, patent, and commercial factors. Evaluates and develops new technologies, and makes recommendations concerning acquisition and application of new technologies. May be pharmacists, chemists, engineers or others from similar scientific disciplines. May be responsible for the manufacture of dosage forms used for clinical trials.

760.876.330	Pharmacovigilance Analyst - Specialist	Life Sciences	Pharmaceutics	Professional	Specialist	Individual contributor with comprehensive knowledge in specific area. Ability to execute highly complex or specialized projects; adapts precedent and may make significant departures from traditional approaches to develop solutions. Responsible for the company's drug surveillance program including the necessary follow-up, assessment, and relatedness to product on adverse reaction reports, oversight of safety in clinical trials and post marketing programs. Participates in the resolution of any legal liability and complying with governmental regulations. May provide trending and safety signal detection and risk management assessment for the products' life cycle.
760.876.331	Clinical Pharmacologist - Specialist	Life Sciences	Pharmaceutics	Professional	Specialist	Individual contributor with comprehensive knowledge in specific area. Ability to execute highly complex or specialized projects; adapts precedent and may make significant departures from traditional approaches to develop solutions. Studies the effects of drugs and compounds in tissues, cells and subcellular preparations derived from animals and/or humans. Experiments with animals and tissue to determine the effect of new drug compound entities utilizing in-vivo, in-vitro, and ex-vivo models on cells, tissues and whole animal systems. Develops in-vivo and in-vitro models for compound screening and profiling; investigates the mechanism of action for research targets and compounds.

760.876.337	Research Pharmacy Scientist - Specialist	Life Sciences	Pharmaceutics	Professional	Specialist	Specialist professional individual contributor with comprehensive knowledge in the area of Research Pharmacy. Ability to execute highly complex or specialized projects; adapts precedent and may make significant departures from traditional approaches to develop solutions. As the Specialist in the Research Pharmacy Sub-Function, considered as highly experienced and knowledgeable resource within the organization in designing dosage forms for drug products. Develops procedures for the economical mass production of dosage forms in cooperation with the pharmaceutical pilot-plant and production department. Evaluates physical parameters critical to the formula and makes recommendations around product specifications. Requires knowledge of the theory and techniques of scientific and industrial pharmacy. Requires a specialized understanding of chemical, biochemical, biological, medical, patent, and commercial factors. Evaluates and develops new technologies, and makes recommendations concerning acquisition and application of new technologies. May be pharmacists, chemists, engineers or others from similar scientific disciplines. May be responsible for the manufacture of dosage forms used for clinical trials.

760.876.340	Pharmacovigilance Analyst - Senior	Life Sciences	Pharmaceutics	Professional	Senior	Individual contributor that is fully proficient in applying established standards; knowledge based acquired from several years of experience in particular area. Works independently; may instruct or coach other professionals. Responsible for the company's drug surveillance program including the necessary follow-up, assessment, and relatedness to product on adverse reaction reports, oversight of safety in clinical trials and post marketing programs. Participates in the resolution of any legal liability and complying with governmental regulations. May provide trending and safety signal detection and risk management assessment for the products' life cycle.
760.876.341	Clinical Pharmacologist - Senior	Life Sciences	Pharmaceutics	Professional	Senior	Individual contributor that is fully proficient in applying established standards; knowledge based acquired from several years of experience in particular area. Works independently; may instruct or coach other professionals. Studies the effects of drugs and compounds in tissues, cells and subcellular preparations derived from animals and/or humans. Experiments with animals and tissue to determine the effect of new drug compound entities utilizing in-vivo, in-vitro, and ex-vivo models on cells, tissues and whole animal systems. Develops in-vivo and in-vitro models for compound screening and profiling; investigates the mechanism of action for research targets and compounds.

760.876.347	Research Pharmacy Scientist - Senior	Life Sciences	Pharmaceutics	Professional	Senior	Senior professional individual contributor that is fully proficient in applying established standards; knowledge base acquired from several years of experience in the area of Research Pharmacy. Works independently; may instruct or coach other professionals. As the Senior professional in the Research Pharmacy Sub-Function, leads important projects in designing dosage forms for drug products. Develops procedures for the economical mass production of dosage forms in cooperation with the pharmaceutical pilot-plant and production department. Evaluates physical parameters critical to the formula and makes recommendations around product specifications. Requires knowledge of the theory and techniques of scientific and industrial pharmacy. Requires a specialized understanding of chemical, biochemical, biological, medical, patent, and commercial factors. Evaluates and develops new technologies, and makes recommendations concerning acquisition and application of new technologies. May be pharmacists, chemists, engineers or others from similar scientific disciplines. May be responsible for the manufacture of dosage forms used for clinical trials.

760.876.351	Clinical Pharmacologist - Experienced	Life Sciences	Pharmaceutics	Professional	Experienced	Individual contributor that works under limited supervision. Applies subject matter knowledge; requires capacity to understand specific needs or requirements to apply skills/knowledge. Studies the effects of drugs and compounds in tissues, cells and subcellular preparations derived from animals and/or humans. Experiments with animals and tissue to determine the effect of new drug compound entities utilizing in-vivo, in-vitro, and ex-vivo models on cells, tissues and whole animal systems. Develops in-vivo and in-vitro models for compound screening and profiling; investigates the mechanism of action for research targets and compounds.
760.876.352	Pharmacovigilance Analyst - Experienced	Life Sciences	Pharmaceutics	Professional	Experienced	Individual contributor that works under limited supervision. Applies subject matter knowledge; requires capacity to understand specific needs or requirements to apply skills/knowledge. Responsible for the company's drug surveillance program including the necessary follow-up, assessment, and relatedness to product on adverse reaction reports, oversight of safety in clinical trials and post marketing programs. Participates in the resolution of any legal liability and complying with governmental regulations. May provide trending and safety signal detection and risk management assessment for the products' life cycle.

760.876.357	Research Pharmacy Scientist - Experienced	Life Sciences	Pharmaceutics	Professional	Experienced	Experienced professional individual contributor that works under limited supervision. Applies subject matter knowledge in the area of Research Pharmacy; requires capacity to apply skills/knowledge within the context of specific needs or requirements. As the Experienced professional in the Research Pharmacy Sub-Function, possesses well developed skills in designing dosage forms for drug products. Develops procedures for the economical mass production of dosage forms in cooperation with the pharmaceutical pilot-plant and production department. Evaluates physical parameters critical to the formula and makes recommendations around product specifications. Requires knowledge of the theory and techniques of scientific and industrial pharmacy. Requires a specialized understanding of chemical, biochemical, biological, medical, patent, and commercial factors. Evaluates and develops new technologies, and makes recommendations concerning acquisition and application of new technologies. May be pharmacists, chemists, engineers or others from similar scientific disciplines. May be responsible for the manufacture of dosage forms used for clinical trials.

760.876.360	Pharmacovigilance Analyst - Entry	Life Sciences	Pharmaceutics	Professional	Entry	Individual contributor representing the most common entry point for this career stream; works under direct supervision. Responsible for the company's drug surveillance program including the necessary follow-up, assessment, and relatedness to product on adverse reaction reports, oversight of safety in clinical trials and post marketing programs. Participates in the resolution of any legal liability and complying with governmental regulations. May provide trending and safety signal detection and risk management assessment for the products' life cycle.
760.876.361	Clinical Pharmacologist - Entry	Life Sciences	Pharmaceutics	Professional	Entry	Individual contributor representing the most common entry point for this career stream; works under direct supervision. Studies the effects of drugs and compounds in tissues, cells and subcellular preparations derived from animals and/or humans. Experiments with animals and tissue to determine the effect of new drug compound entities utilizing in-vivo, in-vitro, and ex-vivo models on cells, tissues and whole animal systems. Develops in-vivo and in-vitro models for compound screening and profiling; investigates the mechanism of action for research targets and compounds.

760.876.367	Research Pharmacy Scientist - Entry	Life Sciences	Pharmaceutics	Professional	Entry	Entry level professional individual contributor representing the most common entry point for this career stream; works under direct supervision in the Research Pharmacy area. As the Entry level professional in the Research Pharmacy Sub-Function, applies broad knowledge in designing dosage forms for drug products. Develops procedures for the economical mass production of dosage forms in cooperation with the pharmaceutical pilot-plant and production department. Evaluates physical parameters critical to the formula and makes recommendations around product specifications. Requires knowledge of the theory and techniques of scientific and industrial pharmacy. Requires a specialized understanding of chemical, biochemical, biological, medical, patent, and commercial factors. Evaluates and develops new technologies, and makes recommendations concerning acquisition and application of new technologies. May be pharmacists, chemists, engineers or others from similar scientific disciplines. May be responsible for the manufacture of dosage forms used for clinical trials.

760.878.130	Head of Reimbursement	Life Sciences	Reimbursement	Executive	Sub-Function Head	Leads a sub-function or a corporate staff function. Provides short to medium-term tactical direction and operational oversight. May specify new products, processes and standards to support corporate strategies including the interpretation and application of broad policy guidelines. Develops and implements reimbursement strategies and programs to obtain coverage, coding and payment from payor/providers. Provides reimbursement-related advice to product development teams, marketing, sales, regulatory, clinical and business leaders. Identifies payer opportunities and issues and implements programs to resolve/decrease barriers to entry for the company's products or therapies. Works closely with Health Economics staff to evaluate the economic impact of the use of therapies/products on payers, including the government. May create training and deliver education programs to sales force, physicians, home care agencies, case managers, hospital CFO's medical directors, billing personnel, and pharmacists in clinics and hospitals.

760.878.210	Reimbursement - Senior Manager	Life Sciences	Reimbursement	Management	Senior Manager	Manages within a nominated sub-function or related sub-functions; typically a highly experienced manager. Decisions tend to be more tactical and operational; geographic scope of operation tends to be at the country level. Typically accountable for budget and policy recommendations and medium-term planning. Develops and implements reimbursement strategies and programs to obtain coverage, coding and payment from payor/providers. Provides reimbursement-related advice to product development teams, marketing, sales, regulatory, clinical and business leaders. Identifies payer opportunities and issues and implements programs to resolve/decrease barriers to entry for the company's products or therapies. Works closely with Health Economics staff to evaluate the economic impact of the use of therapies/products on payers, including the government. May create training and deliver education programs to sales force, physicians, home care agencies, case managers, hospital CFO's medical directors, billing personnel, and pharmacists in clinics and hospitals.

760.878.220	Reimbursement Manager	Life Sciences	Reimbursement	Management	Manager	Managing teams with focus on policy and strategy implementation and control rather than development; short-term operational/tactical responsibilities. Develops and implements reimbursement strategies and programs to obtain coverage, coding and payment from payor/providers. Provides reimbursement-related advice to product development teams, marketing, sales, regulatory, clinical and business leaders. Identifies payer opportunities and issues and implements programs to resolve/decrease barriers to entry for the company's products or therapies. Works closely with Health Economics staff to evaluate the economic impact of the use of therapies/products on payers, including the government. May create training and deliver education programs to sales force, physicians, home care agencies, case managers, hospital CFO's medical directors, billing personnel, and pharmacists in clinics and hospitals.

760.878.230	Reimbursement Supervisor	Life Sciences	Reimbursement	Management	Team Leader (Professionals)	Leads/supervises a team of 2 or more professionals; first level manager of a work team that could comprise professionals, technical and/or administrative staff. Typically without budget or hire/fire authority. Focuses on mentoring, coaching, and coordination. Develops and implements reimbursement strategies and programs to obtain coverage, coding and payment from payor/providers. Provides reimbursement-related advice to product development teams, marketing, sales, regulatory, clinical and business leaders. Identifies payer opportunities and issues and implements programs to resolve/decrease barriers to entry for the company's products or therapies. Works closely with Health Economics staff to evaluate the economic impact of the use of therapies/products on payers, including the government. May create training and deliver education programs to sales force, physicians, home care agencies, case managers, hospital CFO's medical directors, billing personnel, and pharmacists in clinics and hospitals.

760.878.330	Reimbursement Professional - Specialist	Life Sciences	Reimbursement	Professional	Specialist	Individual contributor with comprehensive knowledge in specific area. Ability to execute highly complex or specialized projects; adapts precedent and may make significant departures from traditional approaches to develop solutions. Develops and implements reimbursement strategies and programs to obtain coverage, coding and payment from payor/providers. Provides reimbursement-related advice to product development teams, marketing, sales, regulatory, clinical and business leaders. Identifies payer opportunities and issues and implements programs to resolve/decrease barriers to entry for the company's products or therapies. Works closely with Health Economics staff to evaluate the economic impact of the use of therapies/products on payers, including the government. May create training and deliver education programs to sales force, physicians, home care agencies, case managers, hospital CFO's medical directors, billing personnel, and pharmacists in clinics and hospitals.

760.878.340	Reimbursement Professional - Senior	Life Sciences	Reimbursement	Professional	Senior	Individual contributor that is fully proficient in applying established standards; knowledge based acquired from several years of experience in particular area. Works independently; may instruct or coach other professionals. Develops and implements reimbursement strategies and programs to obtain coverage, coding and payment from payor/providers. Provides reimbursement-related advice to product development teams, marketing, sales, regulatory, clinical and business leaders. Identifies payer opportunities and issues and implements programs to resolve/decrease barriers to entry for the company's products or therapies. Works closely with Health Economics staff to evaluate the economic impact of the use of therapies/products on payers, including the government. May create training and deliver education programs to sales force, physicians, home care agencies, case managers, hospital CFO's medical directors, billing personnel, and pharmacists in clinics and hospitals.

760.878.350	Reimbursement Professional - Experienced	Life Sciences	Reimbursement	Professional	Experienced	Individual contributor that works under limited supervision. Applies subject matter knowledge; requires capacity to understand specific needs or requirements to apply skills/knowledge. Develops and implements reimbursement strategies and programs to obtain coverage, coding and payment from payor/providers. Provides reimbursement-related advice to product development teams, marketing, sales, regulatory, clinical and business leaders. Identifies payer opportunities and issues and implements programs to resolve/decrease barriers to entry for the company's products or therapies. Works closely with Health Economics staff to evaluate the economic impact of the use of therapies/products on payers, including the government. May create training and deliver education programs to sales force, physicians, home care agencies, case managers, hospital CFO's medical directors, billing personnel, and pharmacists in clinics and hospitals.

760.878.360	Reimbursement Professional - Entry	Life Sciences	Reimbursement	Professional	Entry	Individual contributor representing the most common entry point for this career stream; works under direct supervision. Develops and implements reimbursement strategies and programs to obtain coverage, coding and payment from payor/providers. Provides reimbursement-related advice to product development teams, marketing, sales, regulatory, clinical and business leaders. Identifies payer opportunities and issues and implements programs to resolve/decrease barriers to entry for the company's products or therapies. Works closely with Health Economics staff to evaluate the economic impact of the use of therapies/products on payers, including the government. May create training and deliver education programs to sales force, physicians, home care agencies, case managers, hospital CFO's medical directors, billing personnel, and pharmacists in clinics and hospitals.

760.880.130	Head of Validation	Life Sciences	Validation	Executive	Sub-Function Head	Leads a sub-function or a corporate staff function. Provides short to medium-term tactical direction and operational oversight. May specify new products, processes and standards to support corporate strategies including the interpretation and application of broad policy guidelines. Develops and evaluates quality process and system standards to ensure compliance with company standards and governmental regulatory requirements. Investigates/troubleshoots validation problems for equipment and/or performance processes; conducts statistical analyzes of testing results and process anomalies; writes, reviews, approves and/or executes documentation for new and current validation procedures and technical reports related to equipment, products and/or processes. May assist with establishing corporate validation policies.

760.880.210	Validation - Senior Manager	Life Sciences	Validation	Management	Senior Manager	Manages within a nominated sub-function or related sub-functions; typically a highly experienced manager. Decisions tend to be more tactical and operational; geographic scope of operation tends to be at the country level. Typically accountable for budget and policy recommendations and medium-term planning. Develops and evaluates quality process and system standards to ensure compliance with company standards and governmental regulatory requirements. Investigates/troubleshoots validation problems for equipment and/or performance processes; conducts statistical analyzes of testing results and process anomalies; writes, reviews, approves and/or executes documentation for new and current validation procedures and technical reports related to equipment, products and/or processes. May assist with establishing corporate validation policies.

760.880.220	Validation Manager	Life Sciences	Validation	Management	Manager	Managing teams with focus on policy and strategy implementation and control rather than development; short-term operational/tactical responsibilities. Develops and evaluates quality process and system standards to ensure compliance with company standards and governmental regulatory requirements. Investigates/troubleshoots validation problems for equipment and/or performance processes; conducts statistical analyzes of testing results and process anomalies; writes, reviews, approves and/or executes documentation for new and current validation procedures and technical reports related to equipment, products and/or processes. May assist with establishing corporate validation policies.

760.880.230	Validation Supervisor	Life Sciences	Validation	Management	Team Leader (Professionals)	Leads/supervises a team of 2 or more professionals; first level manager of a work team that could comprise professionals, technical and/or administrative staff. Typically without budget or hire/fire authority. Focuses on mentoring, coaching, and coordination. Develops and evaluates quality process and system standards to ensure compliance with company standards and governmental regulatory requirements. Investigates/troubleshoots validation problems for equipment and/or performance processes; conducts statistical analyzes of testing results and process anomalies; writes, reviews, approves and/or executes documentation for new and current validation procedures and technical reports related to equipment, products and/or processes. May assist with establishing corporate validation policies.

760.880.240	Validation - Team Leader	Life Sciences	Validation	Management	Team Leader (Para-Professionals)	Leads/supervises a team of 2 or more para-professionals; first level manager of a work team that comprises para- professionals. Typically without budget or hire/fire authority. Focuses on mentoring, coaching, and coordination. Develops and evaluates quality process and system standards to ensure compliance with company standards and governmental regulatory requirements. Investigates/troubleshoots validation problems for equipment and/or performance processes; conducts statistical analyzes of testing results and process anomalies; writes, reviews, approves and/or executes documentation for new and current validation procedures and technical reports related to equipment, products and/or processes. May assist with establishing corporate validation policies.

760.880.330	Validation Analyst - Specialist	Life Sciences	Validation	Professional	Specialist	Individual contributor with comprehensive knowledge in specific area. Ability to execute highly complex or specialized projects; adapts precedent and may make significant departures from traditional approaches to develop solutions. Develops and evaluates quality process and system standards to ensure compliance with company standards and governmental regulatory requirements. Investigates/troubleshoots validation problems for equipment and/or performance processes; conducts statistical analyzes of testing results and process anomalies; writes, reviews, approves and/or executes documentation for new and current validation procedures and technical reports related to equipment, products and/or processes. May assist with establishing corporate validation policies.

760.880.340	Validation Analyst - Senior	Life Sciences	Validation	Professional	Senior	Individual contributor that is fully proficient in applying established standards; knowledge based acquired from several years of experience in particular area. Works independently; may instruct or coach other professionals. Develops and evaluates quality process and system standards to ensure compliance with company standards and governmental regulatory requirements. Investigates/troubleshoots validation problems for equipment and/or performance processes; conducts statistical analyzes of testing results and process anomalies; writes, reviews, approves and/or executes documentation for new and current validation procedures and technical reports related to equipment, products and/or processes. May assist with establishing corporate validation policies.

760.880.350	Validation Analyst - Experienced	Life Sciences	Validation	Professional	Experienced	Individual contributor that works under limited supervision. Applies subject matter knowledge; requires capacity to understand specific needs or requirements to apply skills/knowledge. Develops and evaluates quality process and system standards to ensure compliance with company standards and governmental regulatory requirements. Investigates/troubleshoots validation problems for equipment and/or performance processes; conducts statistical analyzes of testing results and process anomalies; writes, reviews, approves and/or executes documentation for new and current validation procedures and technical reports related to equipment, products and/or processes. May assist with establishing corporate validation policies.

760.880.360	Validation Analyst - Entry	Life Sciences	Validation	Professional	Entry	Individual contributor representing the most common entry point for this career stream; works under direct supervision. Develops and evaluates quality process and system standards to ensure compliance with company standards and governmental regulatory requirements. Investigates/troubleshoots validation problems for equipment and/or performance processes; conducts statistical analyzes of testing results and process anomalies; writes, reviews, approves and/or executes documentation for new and current validation procedures and technical reports related to equipment, products and/or processes. May assist with establishing corporate validation policies.

760.880.410	Validation Assistant - Senior	Life Sciences	Validation	Para-Professional	Senior	Individual contributor that is fully proficient in applying established standards; knowledge based acquired from several years of experience in particular area. Works independently; may instruct or coach other para-professionals. Develops and evaluates quality process and system standards to ensure compliance with company standards and governmental regulatory requirements. Investigates/troubleshoots validation problems for equipment and/or performance processes; conducts statistical analyzes of testing results and process anomalies; writes, reviews, approves and/or executes documentation for new and current validation procedures and technical reports related to equipment, products and/or processes. May assist with establishing corporate validation policies.

760.880.420	Validation Assistant - Experienced	Life Sciences	Validation	Para-Professional	Experienced	Individual contributor that works under limited supervision. Applies subject matter knowledge; requires capacity to understand specific needs or requirements to apply skills/knowledge. Develops and evaluates quality process and system standards to ensure compliance with company standards and governmental regulatory requirements. Investigates/troubleshoots validation problems for equipment and/or performance processes; conducts statistical analyzes of testing results and process anomalies; writes, reviews, approves and/or executes documentation for new and current validation procedures and technical reports related to equipment, products and/or processes. May assist with establishing corporate validation policies.

760.880.430	Validation Assistant - Entry	Life Sciences	Validation	Para-Professional	Entry	Individual contributor representing the most common entry point for this career stream; works under direct supervision. Develops and evaluates quality process and system standards to ensure compliance with company standards and governmental regulatory requirements. Investigates/troubleshoots validation problems for equipment and/or performance processes; conducts statistical analyzes of testing results and process anomalies; writes, reviews, approves and/or executes documentation for new and current validation procedures and technical reports related to equipment, products and/or processes. May assist with establishing corporate validation policies.

760.883.130	Head of Patient Education	Life Sciences	Health Promotion/Education	Executive	Sub-Function Head	Leads a sub-function or a corporate staff function. Provides short to medium-term tactical direction and operational oversight. May specify new products, processes and standards to support corporate strategies including the interpretation and application of broad policy guidelines. Provides disease and therapy specific education to enhance compliance and patient treatment outcomes. Educates the patients on disease state, treatment guidelines, proper dosing, side effects, and importance of compliance. Develops and maintains relationships with patients, their families, physicians, insurance providers and others involved in coordinating the treatment plan and reimbursement. Attends and participates in patient meetings and may attend trade shows to increase knowledge of company products and understanding of patients and their situations. May include patient education during clinical trials.

760.883.210	Patient Education - Senior Manager	Life Sciences	Health Promotion/Education	Management	Senior Manager	Manages within a nominated sub-function or related sub-functions; typically a highly experienced manager. Decisions tend to be more tactical and operational; geographic scope of operation tends to be at the country level. Typically accountable for budget and policy recommendations and medium-term planning. Provides disease and therapy specific education to enhance compliance and patient treatment outcomes. Educates the patients on disease state, treatment guidelines, proper dosing, side effects, and importance of compliance. Develops and maintains relationships with patients, their families, physicians, insurance providers and others involved in coordinating the treatment plan and reimbursement. Attends and participates in patient meetings and may attend trade shows to increase knowledge of company products and understanding of patients and their situations. May include patient education during clinical trials.

760.883.220	Patient Education Manager	Life Sciences	Health Promotion/Education	Management	Manager	Managing teams with focus on policy and strategy implementation and control rather than development; short-term operational/tactical responsibilities. Provides disease and therapy specific education to enhance compliance and patient treatment outcomes. Educates the patients on disease state, treatment guidelines, proper dosing, side effects, and importance of compliance. Develops and maintains relationships with patients, their families, physicians, insurance providers and others involved in coordinating the treatment plan and reimbursement. Attends and participates in patient meetings and may attend trade shows to increase knowledge of company products and understanding of patients and their situations. May include patient education during clinical trials.

760.883.230	Patient Education Supervisor	Life Sciences	Health Promotion/Education	Management	Team Leader (Professionals)	Leads/supervises a team of 2 or more professionals; first level manager of a work team that could comprise professionals, technical and/or administrative staff. Typically without budget or hire/fire authority. Focuses on mentoring, coaching, and coordination. Provides disease and therapy specific education to enhance compliance and patient treatment outcomes. Educates the patients on disease state, treatment guidelines, proper dosing, side effects, and importance of compliance. Develops and maintains relationships with patients, their families, physicians, insurance providers and others involved in coordinating the treatment plan and reimbursement. Attends and participates in patient meetings and may attend trade shows to increase knowledge of company products and understanding of patients and their situations. May include patient education during clinical trials.

760.883.331	Patient Education Consultant - Specialist	Life Sciences	Health Promotion/Education	Professional	Specialist	Individual contributor with comprehensive knowledge in specific area. Ability to execute highly complex or specialized projects; adapts precedent and may make significant departures from traditional approaches to develop solutions. Provides disease and therapy specific education to enhance compliance and patient treatment outcomes. Educates the patients on disease state, treatment guidelines, proper dosing, side effects, and importance of compliance. Develops and maintains relationships with patients, their families, physicians, insurance providers and others involved in coordinating the treatment plan and reimbursement. Attends and participates in patient meetings and may attend trade shows to increase knowledge of company products and understanding of patients and their situations. May include patient education during clinical trials.

760.883.341	Patient Education Consultant - Senior	Life Sciences	Health Promotion/Education	Professional	Senior	Individual contributor that is fully proficient in applying established standards; knowledge based acquired from several years of experience in particular area. Works independently; may instruct or coach other professionals. Provides disease and therapy specific education to enhance compliance and patient treatment outcomes. Educates the patients on disease state, treatment guidelines, proper dosing, side effects, and importance of compliance. Develops and maintains relationships with patients, their families, physicians, insurance providers and others involved in coordinating the treatment plan and reimbursement. Attends and participates in patient meetings and may attend trade shows to increase knowledge of company products and understanding of patients and their situations. May include patient education during clinical trials.

760.883.350	Patient Education Consultant - Experienced	Life Sciences	Health Promotion/Education	Professional	Experienced	Individual contributor that works under limited supervision. Applies subject matter knowledge; requires capacity to understand specific needs or requirements to apply skills/knowledge. Provides disease and therapy specific education to enhance compliance and patient treatment outcomes. Educates the patients on disease state, treatment guidelines, proper dosing, side effects, and importance of compliance. Develops and maintains relationships with patients, their families, physicians, insurance providers and others involved in coordinating the treatment plan and reimbursement. Attends and participates in patient meetings and may attend trade shows to increase knowledge of company products and understanding of patients and their situations. May include patient education during clinical trials.

760.883.360	Patient Education Consultant - Entry	Life Sciences	Health Promotion/Education	Professional	Entry	Individual contributor representing the most common entry point for this career stream; works under direct supervision. Provides disease and therapy specific education to enhance compliance and patient treatment outcomes. Educates the patients on disease state, treatment guidelines, proper dosing, side effects, and importance of compliance. Develops and maintains relationships with patients, their families, physicians, insurance providers and others involved in coordinating the treatment plan and reimbursement. Attends and participates in patient meetings and may attend trade shows to increase knowledge of company products and understanding of patients and their situations. May include patient education during clinical trials.
760.953.220	Animal Care Manager	Life Sciences	Animal Husbandry	Management	Manager	Managing teams with focus on policy and strategy implementation and control rather than development; short-term operational/tactical responsibilities. Cares for the animals used in research and development studies. Performs duties related to the maintenance of experimental animals such as feeding and caring for animals, cleaning cages, holding animals for treatment by laboratory technician or maintaining inventory and animal identification records. Performs cleaning/sanitation of animal facility and equipment. May require Laboratory Animal Services certification.

760.953.230	Animal Care Supervisor	Life Sciences	Animal Husbandry	Management	Team Leader (Professionals)	Leads/supervises a team of 2 or more professionals; first level manager of a work team that could comprise professionals, technical and/or administrative staff. Typically without budget or hire/fire authority. Focuses on mentoring, coaching, and coordination. Cares for the animals used in research and development studies. Performs duties related to the maintenance of experimental animals such as feeding and caring for animals, cleaning cages, holding animals for treatment by laboratory technician or maintaining inventory and animal identification records. Performs cleaning/sanitation of animal facility and equipment. May require Laboratory Animal Services certification.
760.953.340	Animal Care Professional - Senior	Life Sciences	Animal Husbandry	Professional	Senior	Individual contributor that is fully proficient in applying established standards; knowledge based acquired from several years of experience in particular area. Works independently; may instruct or coach other professionals. Cares for the animals used in research and development studies. Performs duties related to the maintenance of experimental animals such as feeding and caring for animals, cleaning cages, holding animals for treatment by laboratory technician or maintaining inventory and animal identification records. Performs cleaning/sanitation of animal facility and equipment. May require Laboratory Animal Services certification.

760.953.350	Animal Care Professional - Experienced	Life Sciences	Animal Husbandry	Professional	Experienced	Individual contributor that works under limited supervision. Applies subject matter knowledge; requires capacity to understand specific needs or requirements to apply skills/knowledge. Cares for the animals used in research and development studies. Performs duties related to the maintenance of experimental animals such as feeding and caring for animals, cleaning cages, holding animals for treatment by laboratory technician or maintaining inventory and animal identification records. Performs cleaning/sanitation of animal facility and equipment. May require Laboratory Animal Services certification.
760.953.360	Animal Care Professional - Entry	Life Sciences	Animal Husbandry	Professional	Entry	Individual contributor representing the most common entry point for this career stream; works under direct supervision. Cares for the animals used in research and development studies. Performs duties related to the maintenance of experimental animals such as feeding and caring for animals, cleaning cages, holding animals for treatment by laboratory technician or maintaining inventory and animal identification records. Performs cleaning/sanitation of animal facility and equipment. May require Laboratory Animal Services certification.

764.630.130	Head of Product Development Engineering - Medical Devices - Sub-Function	Medical Equipment & Supplies	Product Development	Executive	Sub-Function Head	Leads the Medical Devices Product Development Engineering Sub-Function. Provides short to medium-term tactical direction and operational oversight. May specify new products, processes and standards to support corporate strategies including interpretation and application. As the Head of the Product Development Engineering Sub-Function, sets the tactical direction for research and/or product development of medical devices encompassing primarily one or more of the following engineering disciplines: electronics, electrical, mechanical, and/or chemical.
764.630.210	Product Development Engineering - Senior Manager - Medical Devices	Medical Equipment & Supplies	Product Development	Management	Senior Manager	Manages within the Medical Devices Product Development Engineering Sub-Function; typically a highly experienced manager. Decisions tend to be more tactical and operational; geographic scope of operation tends to be at the country level. Typically accountable for budget. As the Senior Manager of the Medical Devices Product Development Engineering Sub-Function, manages and develops strategies for research and/or product development of medical devices encompassing primarily one or more of the following engineering disciplines: electronics, electrical, mechanical, and/or chemical.

764.630.220	Product Development Engineering Manager - Medical Devices	Medical Equipment & Supplies	Product Development	Management	Manager	Manages teams within the Medical Devices Product Development Engineering Sub-Function. Focus is on policy and strategy implementation and control rather than development. Typically handles short-term operational/tactical responsibilities. As the Manager of the Medical Devices Product Development Engineering Sub-Function, oversees the strategy implementation and operations for research and/or product development of medical devices encompassing primarily one or more of the following engineering disciplines: electronics, electrical, mechanical, and/or chemical.
764.630.230	Product Development Engineering Supervisor - Medical Devices	Medical Equipment & Supplies	Product Development	Management	Team Leader (Professionals)	Leads/supervises a team of more than 2 professionals within the Medical Devices Product Development Engineering Sub-Function; first level manager of a work team that may comprise professionals, technical and/or administrative staff. Typically without budget or hire/fire authority. Focuses on mentoring, coaching, and coordination. As the Supervisor of the Medical Devices Product Development Engineering Sub-Function, supervises professionals in research and/or product development of medical devices encompassing primarily one or more of the following engineering disciplines: electronics, electrical, mechanical, and/or chemical.

764.630.330	Product Development Engineer - Specialist - Medical Devices	Medical Equipment & Supplies	Product Development	Professional	Specialist	Specialist professional individual contributor with comprehensive knowledge in the area of Medical Devices Product Development Engineering. Ability to execute highly complex or specialized projects; adapts precedent and may make significant departures from traditional approaches to develop solutions. As the Specialist in the Medical Devices Product Development Engineering Sub-Function, considered as highly experienced and knowledgeable resource within the organization in research and/or product development of medical devices encompassing primarily one or more of the following engineering disciplines: electronics, electrical, mechanical, and/or chemical.
764.630.340	Product Development Engineer - Senior - Medical Devices	Medical Equipment & Supplies	Product Development	Professional	Senior	Senior professional individual contributor that is fully proficient in applying established standards; knowledge base acquired from several years of experience in the area of Medical Devices Product Development Engineering. Works independently; may instruct or coach other professionals. As the Senior professional in the Medical Devices Product Development Engineering Sub-Function, leads important projects in research and/or product development of medical devices encompassing primarily one or more of the following engineering disciplines: electronics, electrical, mechanical, and/or chemical.

764.630.350	Product Development Engineer - Experienced - Medical Devices	Medical Equipment & Supplies	Product Development	Professional	Experienced	Experienced professional individual contributor that works under limited supervision. Applies subject matter knowledge in the area of Medical Devices Product Development Engineering; requires capacity to apply skills/knowledge within the context of specific needs or requirements. As the Experienced professional in the Medical Devices Product Development Engineering Sub-Function, possesses well developed skills in research and/or product development of medical devices encompassing primarily one or more of the following engineering disciplines: electronics, electrical, mechanical, and/or chemical.
764.630.360	Product Development Engineer - Entry - Medical Devices	Medical Equipment & Supplies	Product Development	Professional	Entry	Entry level professional individual contributor representing the most common entry point for this career stream; works under direct supervision in the Medical Devices Product Development Engineering area. As the Entry level professional in the Medical Devices Product Development Engineering Sub-Function, applies broad knowledge in research and/or product development of medical devices encompassing primarily one or more of the following engineering disciplines: electronics, electrical, mechanical, and/or chemical.