

## INTRODUCTION CONTENTS

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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.

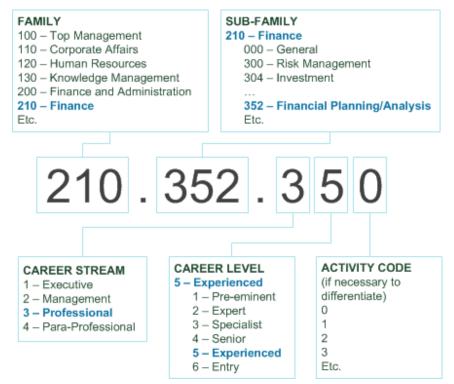
32	Professional	Expert	Individual contributor and acknowledged expert both within the organization as well as within other organizations. Typically participates in industry/knowledge reference groups. Involves mastery of a specialized discipline and thorough understanding of a number of disciplines. 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 paraprofessionals.
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.

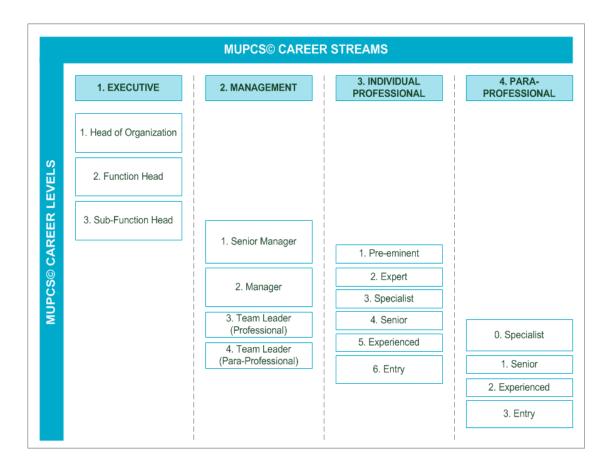
#### What is MUPCS®?

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)





#### What are Tier Levels?

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

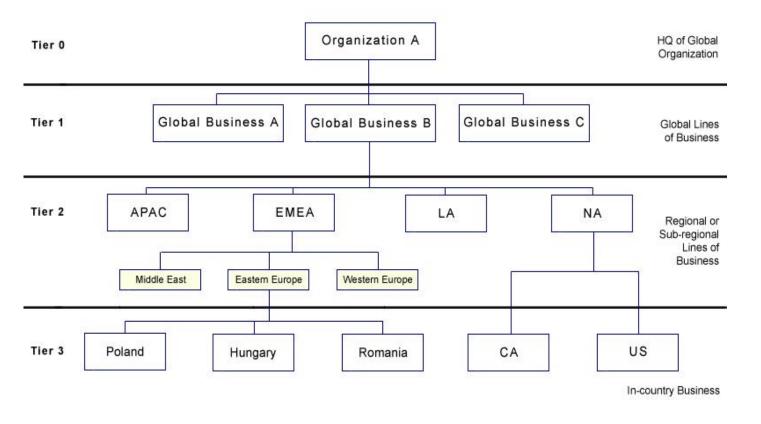
Group/Corporate Management (Tier 0) - Positions in this sub-family are responsible for conducting business at the highest level of the organization. The entire scope of operations is included in the responsibility of these employees, and they typically report directly to the Group Financial Board or 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		
отс	отс	"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

Confidentiality and Data Protection: Both Mercer LLC and you ("Client") are likely from time to time to disclose information and advice to the other party in the course of the provision of the survey. The party receiving the information ("the receiving party") shall not divulge or communicate such information to any person, other than a person whose business requires that person to have the information to enable the Services to be provided. This restriction does not apply to information which the receiving party must by law disclose, or to information which is either already in the public domain or enters the public domain through no fault of the receiving party.

# 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 -	Life Sciences	Region/Zone	Management	Executive	Function Head	Leads and directs all aspects of
	Tier 2		(Tier 2)	-			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
							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 -	Life Sciences	Country/Local Operational	Executive	Function Head	Leads and directs all aspects of
	Tier 3		Unit Management (Tier 3)			pre-clinical, clinical, and
			5 ( -)			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.
						Fhannaceutical Development.

760.104.130	Head of	Project	Life Sciences	Project Management	Executive	Sub-Function	Leads a sub-function or a
700.104.130			Life Sciences	Project Management	Executive	Head	
	Management - Research	Clinical				пеац	corporate staff function. Provides
	Research						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 -	Life Sciences	Project Management	Management	Senior Manager	Manages within a nominated sub-
700.104.210	Senior Manager - Clinical		i toject management	management	Senior Manager	function or related sub-functions;
	Research					
	Research					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
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						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 Manager Research	Management - Clinical	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
							members and line managers when issues develop.

760.104.230	Project	Management	Life Sciences	Project Management	Management	Team Leader	Leads/supervises a team of 2 or
100.104.200	Supervisor	- Clinical		i roject Management	Management	(Professionals)	more professionals; first level
	Research	Onnical				(11010331011413)	manager of a work team that
	Research						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
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							procedures (SOP), good clinical
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							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 -	Life Sciences	Project Management	Professional	Specialist	Individual contributor with
	Specialist					-1	comprehensive knowledge in
	Research						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
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							study is conducted within clinical
							trial protocols. Monitors progress
							and follows up with team
							members and line managers
							when issues develop.

- Clinical Research - Clinical Research 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 arcross 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	760.104.340	Project Manager - Senior	Life Sciences	Project Management	Professional	Senior	Individual contributor that is fully
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When issues develop							when issues develop.

760.104.350	Project Manager -	Life Sciences	Project Management	Professional	Experienced	Individual contributor that works
	Experienced - Clinical		i i oject managomont	1 101000i0i1ui	Experioriou	under limited supervision. Applies
	Research					subject matter knowledge;
	Recording					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
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						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.

Project Manager - Entry -	Life Sciences	Project Management	Professional	Entry	Individual contributor representing
Clinical Research		, 0		,	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	Life Sciences	Quality Assurance/Control	Executive	Sub-Function	Leads a sub-function or a
	Assurance - Clinical Trial		Program Design & Maint.		Head	corporate staff function. Provides
			r rogram Design & Maint.		nead	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 -	Life Sciences	Quality Assurance/Control	Management	Senior Manager	Manages within a nominated sub-
	Senior Manager - Clinical		Program Design & Maint.	managomont	Comor managor	function or related sub-functions;
	Trial					typically a highly experienced
	T Hai					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	Life Sciences	Quality Assurance/Control	Management	Team Leader	Leads/supervises a team of 2 or
	Supervisor - Clinical Trial		Program Design & Maint.		(Professionals)	more professionals; first level
			5 5		· · · · · ·	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 -	Life Sciences	Quality Assurance/Control	Management	Team Leader	Leads/supervises a team of 2 or
700.124.240	Team Leader - Clinical	LITE SCIENCES	Program Design & Maint.	management	(Para-	
	Trial		Fiograffi Design & Maint.		<b>(</b>	more para-professionals; first
	That				Professionals)	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 -	Life Sciences	Quality Assurance/Control	Professional	Specialist	Individual contributor with
	Specialist - Clinical Trial		Program Design & Maint.			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
						guality training.

760.124.340	Quality Specialist - Senior	Life Sciences	Quality Assurance/Control	Professional	Senior	Individual contributor that is fully
	- Clinical Trial		Program Design & Maint.			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
						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 -	Life Sciences	Quality Assurance/Control	Professional	Experienced	Individual contributor that works
	Experienced - Clinical		Program Design & Maint.			under limited supervision. Applies
	Trial					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

760.124.410	Quality Assurance Clerk -	Life Sciences	Quality Assurance/Control	Para-	Senior	Individual contributor that is fully
	Senior - Clinical Trial		Program Design & Maint.	Professional		proficient in applying established
			5 5			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.
	1	1		1	1	quanty training.

760,124,420	Quality Assurance Clerk -	Life Sciences	Quality Assurance/Control	Para-	Experienced	Individual contributor that works
	Experienced - Clinical		Program Design & Maint.	Professional		under limited supervision. Applies
	Trial		······································			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 -	Life Sciences	Quality Assurance/Control	Para-	Entry	Individual contributor representing
	Entry - Clinical Trial		Program Design & Maint.	Professional	-	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	Life Sciences	Regulatory Affairs	Executive	Sub-Function	Leads the Regulatory Affairs Sub-
100.200.100	Affairs - Life Sciences	Life Obierroes	Regulatory Allans	Executive	Head	Function. Provides short to
					Tioud	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 &	Life Sciences	Regulatory Affairs	Executive	Sub-Function	Leads a sub-function or a
700.200.131	Documentation	LITE SCIENCES	Regulatory Allalis	LYECOUNE	Head	corporate staff function. Provides
	Documentation				Tiedu	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 -	Life Sciences	Regulatory Affairs	Management	Senior Manager	Manages within the Regulatory
	Senior Manager - Life			Management		Affairs Sub-Function; typically a
	Sciences					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	Life Sciences	Regulatory Affairs	Management	Senior Manager	Manages within a nominated sub-
700.200.211		Life Sciences	Regulatory Allalis	Management	Seriior Manager	function or related sub-functions;
	- Senior Manager					
						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	Life Sciences	Regulatory Affairs	Management	Manager	Manages teams within the
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
						drugs, biologics or medical
						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	Life Sciences	Regulatory Affairs	Management	Manager	Managing teams with focus on
	Manager					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	Pogulaton/	Affairs	Life Sciences	Pogulatory Affaira	Management	Toom Loodor	Loade/cuponvisor a toom of more
100.200.230	Regulatory	- Life	Life Sciences	Regulatory Affairs	Management	Team Leader (Professionals)	Leads/supervises a team of more
	Supervisor	- Lile				(Professionals)	than 2 professionals within the
	Sciences						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
							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	Life Sciences	Regulatory Affairs	Management	Team Leader	Leads/supervises a team of 2 or
	Supervisor		regulatory / mano	management	(Professionals)	more professionals; first level
					(1.1010001011010)	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	Life Sciences	Regulatory Affairs	Management	Team Leader	Leads/supervises a team of more
700.200.240	Leader - Life Sciences	LITE SCIENCES	Regulatory Allalis	Management	(Para-	than 2 para-professionals within
	Leader - Life Ociences				Professionals)	the Regulatory Affairs Sub-
					r Tulessiunais)	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	Life Sciences	Regulatory Affairs	Professional	Specialist	Specialist professional individual
700.200.330	Professional - Specialist -	Life Sciences	Regulatory Allalis	Professional	Specialist	contributor with comprehensive
	Life Sciences					
	Life Sciences					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.
L	1	1		1	I	interpretations.

760.200.331	Testing & Documentation	Life Sciences	Regulatory Affairs	Professional	Specialist	Individual contributor with
	Professional - Specialist		- •			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.

Professional - Senior - Life Sciences Contributor that is fully proficie applying established stand knowledge base acquired several years of experience is area of Regulatory Affairs. W independently, may instruc coach other professional in Regulatory Affairs Sub-Fund leads important projects directing development of pro- registration submission, pro- regulatory agency to exp approval of pending registra Serves as regulatory lis throughout product lifed Participates in some of following: product development and implementa regulatory strategy, management, chen manufacturing control (C Ensures timely approval of drugs, biologies or me	760.200.340	Regulatory	Affairs	Life Sciences	Regulatory Affairs	Professional	Senior	Senior professional individual
Life Sciences Li					regulatory / mano		Contor	
knowledge base acquired several years of experience i area of Regulatory Affairs. W independently; may instruc coach other professionals. the Senior professional in Regulatory Affairs Sub-Fund leads important projects directing development of pro registration submission, pro reports, supplem amendments, or per experience reports. Interacts regulatory agency to exp approval of pending registra Serves as regulatory lis throughout product lifec Participates in some of following: product development and implementa regulatory strategy, management, chen manufacturing control (C Ensures timely approval of drugs, biologics or me			Connor					
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manufacturing control (C Ensures timely approval of drugs, biologics or me		1						
Ensures timely approval of drugs, biologics or me								
drugs, biologics or me		1						
		1						Ensures timely approval of new
devices and continued app		1						drugs, biologics or medical
								devices and continued approval
of marketed products. Serve		1						of marketed products. Serves as
regulatory representative								regulatory representative to
marketing, research teams								marketing, research teams and
								regulatory agencies. Advises
								development and/or marketing
								teams on manufacturing changes,
								line extensions, technical labeling,
appropriate regulations								, <b>3</b> ,
interpretations.								

760.200.341	Testing & Documentation	Life Sciences	Regulatory Affairs	Professional	Senior	Individual contributor that is fully
	Professional - Senior					proficient in applying established
						standards; knowledge based
						acquired from several years of
						experience in particular area.
						Works independently; may instruct or coach other
						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	Life Sciences	Regulatory Affairs	Professional	Experienced	Experienced professional
700.200.330	Professional	Allalis	LITE SCIENCES	Regulatory Allalis	FIORESSIONAL	Lypenenceu	individual contributor that works
		- Life					
	Experienced	- Lile					under limited supervision. Applies
	Sciences						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	Life Sciences	Regulatory Affairs	Professional	Experienced	Individual contributor that works
100.200.001	Professional -	Life Ociences	Regulatory Analis	1 101633101141	Lybenenced	under limited supervision. Applies
	Experienced					subject matter knowledge;
	Experienced					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	Life Sciences	Regulatory Affairs	Professional	Entry	Entry level professional individual
100.200.300	Professional - Entry - Life	Life Sciences	Regulatory Allalis	FIDIESSIDITAL	Entry	
	,					contributor representing the most
	Sciences					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,
						5 5
						line extensions, technical labeling,
						appropriate regulations and
						interpretations.

760.200.361	Testing & Documentation	Life Sciences	Pogulaton/Affaire	Professional	Entry	Individual contributor representing
100.200.301		Life Sciences	Regulatory Affairs	FIDIESSIDITAL	Entry	Individual contributor representing
	Professional - Entry					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.
						เนอเปมตร.

760.200.410	Regulatory	Affairs	Life Sciences	Regulatory Affairs	Para-	Senior	Senior para-professional
100.200.410	Administrator -		LIE SCIENCES	Negulatory Allalis	Professional	Jenior	individual contributor that is fully
	Life Sciences	Senior -			1 101633101141		proficient in applying established
	Life Ocieffices						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	Life Sciences	Regulatory Affairs	Para-	Experienced	Experienced para-professional
100.200.420	Administrator		LIE OCIETICES	Regulatory Allalis	Professional	Lypenenceu	individual contributor working
	Experienced -	Life			Toressional		under limited supervision within
	Sciences	LIIC					
	Sciences						
							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.
							interpretations.

760.200.430	Regulatory Affairs	Life Sciences	Regulatory Affairs	Para-	Entry	Entry nore professional individual
700.200.430	0,	Life Sciences	Regulatory Allairs		Entry	Entry para-professional individual
	Administrator - Entry -			Professional		contributor representing the most
	Life Sciences					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

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
760.220.220	Clinical Trial Recruitment	Life Sciences	Recruitment	Management	Manager	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.
	Manager					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	Life Sciences	Recruitment	Management	Team Leader	Leads/supervises a team of 2 or
	Supervisor			iniai iagettietit	(Professionals)	Leads/supervises a team of 2 of 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	Life Sciences	Recruitment	Professional	Entry	Individual contributor representing
	Officer - Entry					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	Life Sciences	Data Management	Executive	Sub-Function	Leads a sub-function or a
	Management	Jaiu		Data Managomont		Head	corporate staff function. Provides
	management					liouu	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.

		Life Sciences	Data Managamant	Managamant	Conjor Monogor	Managaa within a naminated aub
-	nical Data nagement - Senio		Data Management	Management	Senior Manager	Manages within a nominated sub- function or related sub-functions;
Iviar	inager					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	Life Sciences	Data Management	Management	Manager	Managing teams with focus on
	Management Manager					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	Life Sciences	Data Management	Management	Team Leader	Leads/supervises a team of 2 or
	Management Supervisor		Data Management	Managomon	(Professionals)	more professionals; first level
	Management Caperviser					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 Management Specialist	Data Analyst -	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,
760.396.330	Management		Life Sciences	Data Management	Professional	Specialist	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
							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	Life Sciences	Data Management	Professional	Senior	Individual contributor that is fully
100.000.040					FIDESSIDIA	Senior	
	Management Senior	Analysi -					proficient in applying established
	Senior						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	Life Sciences	Data Management	Professional	Experienced	Individual contributor that works
	Management			Butu Management	1 Torosolonal	Experienced	under limited supervision. Applies
	Experienced	7 mary st					subject matter knowledge;
	Lypenenceu						
							requires capacity to understand specific needs or requirements to
							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	Life Sciences	Data Management	Professional	Entry	Individual contributor representing
	Management	Analyst -					the most common entry point for
	Entry	2					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	Life Sciences	Marketing Services	Executive	Sub-Function	Leads the Marketing Services
1 30.400.100	Marketing Services -		Marketing Cervices	LYECOUNG	Head	Sub-Function. Provides short to
	Sub-Function				Tieau	medium-term tactical direction
	Sub-Function					
						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 Mar	keting	Life Sciences	Marketing Services	Management	Senior Manager	Manages within the Marketing
	Services - S	Senior			-	_	Services Sub-Function; typically a
	Manager						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
							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.
	Services Manager					
						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	Life Sciences	Markating Sanciana	Monogomont	Team Leader	Landa/aunanviena a taom of more
100.400.230	Life Sciences Marketing	Life Sciences	Marketing Services	Management		Leads/supervises a team of more
	Services Supervisor				(Professionals)	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
						3 1 3
						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	Life Sciences	Marketing Services	Professional	Specialist	Specialist professional individual
100.400.000	Services Professional -	LIE OUEIICES	warkening bervices	1 IUICSSIUIIdi	opecialist	contributor with comprehensive
	Specialist					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	Life Sciences	Marketing Services	Professional	Experienced	Experienced professional
100.400.000	Services Professional -	LITE SCIETICES	Markeling Services	FIDIESSIDIIA	Lybenenced	individual contributor that works
	Experienced					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 / Physiciar 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	Life Sciences	Life Science Sales	Management	Team Leader	Leads/supervises a team of 2 or
700.491.234		Life Sciences	Life Science Sales	wanagement		•
	Sales Supervisor				(Professionals)	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	Leads/supervises a team of 2 or
				U	(Professionals)	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.
		l				phannaoles anu/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 -	Life Sciences	Sales Training	Management	Senior Manager	Manages within a nominated sub-
100.012.211	Senior Manager	LIC SCIENCES	Cales Haining	manayement	Senior manager	function or related sub-functions;
	Senior Manager					
						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	Life Sciences	Sales Training	Management	Manager	Managing teams with focus on
	Manager			0	U U	Ū	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.
							NN OFFICIEND.

760.512.231	Clinical	Education	Life Sciences	Sales Training	Management	Team Leader	Leads/supervises a team of 2 or
100.012.201	Supervisor				management	(Professionals)	more professionals; first level
	Supervisor					(F1016551011815)	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 Educa	ation Life Sciences	Sales Training	Professional	Specialist	Individual contributor with
	Professional - Specia	list	-			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	Life Sciences	Sales Training	Professional	Senior	Individual contributor that is fully
	Professional			calco raining	1 101000101101		proficient in applying established
	1 Torocoloria	Comor					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	Life Sciences	Sales Training	Professional	Experienced	Individual contributor that works
	Professional	-					under limited supervision. Applies
	Experienced						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	Life Sciences	Sales Training	Professional	Entry	Individual contributor representing
	Professional - Entry		6		,	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	Life Sciences	Field Service	Executive	Sub-Function	Leads the Medical Devices Field
	Field Services - Sub-				Head	Services Sub-Function. Provides
	Function				Ticau	short to medium-term tactical
	1 difetion					direction and operational
						oversight. May specify new
						· · ·
						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	Life Sciences	Field Service	Management	Senior Manager	Manages within the Medical
	Manager -	Medical				g	Device Field Service Sub-
	Devices	mearea					Function; typically a highly
	2011000						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 -	Life Sciences	Field Service	Management	Manager	Manages teams within the
	Medical Devices			management	manager	Medical Device Field Service
	Wedical Devices					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	Life Sciences	Field Service	Management	Team Leader	Leads/supervises a team of more
	- Medical Devices			managomon	(Professionals)	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	Life Sciences	Field Service	Professional	Specialist	Specialist professional individual
100.320.330	Professional - Specialist -	LIFE SCIENCES		FIDESSIDITAL	opecialist	Specialist professional individual contributor with comprehensive
	Medical Devices					knowledge in the area of Medical
	Medical Devices					
						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	Life Sciences	Field Service	Professional	Senior	Senior professional individual
100.320.340	Professional -		LITE SCIENCES		FIDIESSIDIIDI	Senior	
	Medical Devices						contributor that is fully proficient in
	Medical Devices	5					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.
							organization.

760.526.350	Field	Services	Life Sciences	Field Service	Professional	Experienced	Experienced professional
	Professional	-			i loicosional		individual contributor that works
		- Medical					under limited supervision. Applies
	Devices	- Medical					subject matter knowledge in the
	Devices						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		Convisor	Life Calenass	Field Comilae	Drofossional	Entry (	Entry lovel professional industrial
100.320.300		Services	Life Sciences	Field Service	Professional	Entry	Entry level professional individual
	Professional -	Entry -					contributor representing the most
	Medical Devices						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.
							organization.

760.526.410	Field Services Technician	Life Sciences	Field Service	Para-	Senior	Individual contributor that is fully
	- Senior - Medical			Professional		proficient in applying established
	Devices					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	Life Sciences	Field Service	Para-	Experienced	Individual contributor that works
	- Experienced - Medical			Professional		under limited supervision. Applies
	Devices					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
						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
760.612.220	Drug Supply Manager	Life Sciences	Distribution/Dispatching	Management	Manager	personnel. 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	Leads/supervises a team of 2 or
700.012.230	Diug Supply Supervisor	Life Sciences	Distribution/Dispatching	Management	(Professionals)	needs/supervises a team of 2 of 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
760.612.350	Drug Supply Coordinator - Experienced	Life Sciences	Distribution/Dispatching	Professional	Experienced	clinical supplies. 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 Experienced	Clerk -	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
							requires capacity to understand specific needs or requirements to apply skills/knowledge. Packages, labels, assembles, and
							clinical supplies.

760.628.132	Pre-Clinical	Research	Life Sciences	Applied Research	Executive	Sub-Function	Leads a sub-function or a
100.020.132	Director	Research	LIFE SCIENCES	Applied Research	Executive	Head	corporate staff function. Provides
	Director					Tiedu	short to medium-term tactical
							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	Life Sciences	Applied Research	Executive	Sub-Function	Leads the Pharmacokinetics/Drug
700.020.133	Pharmacokinetics / Drug	LITE SCIENCES	Applied Research	LYECOUINE	Head	Metabolism Sub-Function.
	Metabolism - Sub-				Tieau	Provides short to medium-term
	Function					
	Function					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 -	Life Sciences	Applied Research	Executive	Sub-Function	Leads the Toxicology Sub-
	Sub-Function				Head	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	Life Sciences	Applied Research	Executive	Sub-Function	Leads the Pathology Science
	Science - Sub-Function				Head	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,
						histochemistry, histopathology, morphology, histology, or electron
L						microscopy.

760.628.212	Pre-Clinical Research -	Life Sciences	Applied Research	Management	Senior Manager	Manages within a nominated sub-
	Senior Manager			Management		function or related sub-functions;
	Corner Manager					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	Life Sciences	Applied Research	Management	Senior Manager	Manages within the
	Metabolism - Senior			management	Control Manager	Pharmacokinetics/Drug
	Manager					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.
						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.
		l			l	approach.

760.628.214	Toxicology -	- Senior	Life Sciences	Applied Research	Management	Senior Manager	Manages within the Toxicology
100.020.214	Manager	Genio		Applied Research	Wanagement	Senior Manager	Sub-Function; typically a highly
	wanayei						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 -	Life Sciences	Applied Research	Management	Senior Manager	Manages within the Pathology
	Senior Manager					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.

Manager	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.
	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
	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
	responsibilities. Identifies and validates molecular targets that play a key role in a particular disease process. Studies origin, relationship, development, anatomy, functions, and chemical
	validates molecular targets that play a key role in a particular disease process. Studies origin, relationship, development, anatomy, functions, and chemical
	play a key role in a particular disease process. Studies origin, relationship, development, anatomy, functions, and chemical
	disease process. Studies origin, relationship, development, anatomy, functions, and chemical
	relationship, development, anatomy, functions, and chemical
	anatomy, functions, and chemical
	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	Life Sciences				
	Metabolism Manager		Applied Research	Management	Manager	Manages teams within the Pharmacokinetics/Drug
	Metabolisin Manager					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
	l oxioology Managol			management	Manager	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 Manager	Science	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
							these investigations as sections of submissions to regulatory

760.628.232	Pre-Clinical	Research -	Life Sciences	Applied Research	Management	Team Leader	Leads/supervises a team of 2 or
	Supervisor	Recoulding			management	(Professionals)	more professionals; first level
	Capornoor					(11010001011010)	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	Life Sciences	Applied Research	Management	Team Leader	Leads/supervises a team of more
100.020.200	Metabolism Supervisor	LIE OUEIICES	Applied Nesealull	wanagement	(Professionals)	than 2 professionals within the
	Metabolishi Supervisor				(FIDIESSIDITAIS)	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	Leads/supervises a team of more
				management	(Professionals)	than 2 professionals within the
					(11010331011413)	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 -	Life Sciences	Applied Research	Management	Team Leader	Leads/supervises a team of more
100.020.201	Team Leader		Applied Research	Management	(Professionals)	than 2 professionals within the
	(Professionals)				(F1016551011815)	Pathology Science Sub-Function;
	(FIOIESSIOIIAIS)					
						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 -	Life Sciences	Applied Research	Management	Team Leader	Leads/supervises a team of 2 or
100.020.272	Team Leader			management	(Para-	more para-professionals; first
					Professionals)	level manager of a work team that
					r Tolessionais)	
						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.
					l	ana ininiunological systems.

Team Leader (Para- Professionals) (Para- Professionals) (Para- Professionals) (Professionals)	es a team of more rofessionals within y Science Sub- evel manager of a t comprises para- Typically without hire/fire authority.
Professionals) Professionals) He Pathology Function; first i work team that professionals. budget or H Focuses on me and coordination Leader (Para- the Pathology	y Science Sub- evel manager of a t comprises para- Typically without
Function; first I work team that professionals. budget or the Focuses on me and coordination Leader (Para- the Pathology	evel manager of a t comprises para- Typically without
work team that professionals. budget or the Focuses on me and coordination Leader (Para- the Pathology	t comprises para- Typically without
professionals. budget or h Focuses on me and coordinatio Leader (Para- the Pathology	Typically without
budget or h Focuses on me and coordinatio Leader (Para- the Pathology	
Focuses on me and coordination Leader (Para- the Pathology	nire/fire authority.
and coordination Leader (Para- the Pathology	
Leader (Parathe Pathology	entoring, coaching,
the Pathology	on. As the Team
	-Professionals) of
Eurotion. si	y Science Sub-
	upervises para-
professionals i	n evaluating data
collected on b	ody tissue, fluids,
secretions, and	d other specimens
utilizing labora	atory procedures.
Conducts post	mortem phases of
toxicology stud	dies. Reports the
results of these	e investigations as
sections of	submissions to
regulatory ag	encies. Maintains
constructive	interactions and
information f	low with other
members of the	e new drug project
	les support and
possible inte	
	histopathology,
morphology, his	
microscopy.	slolody, of electron

760.628.312	Pre-Clinical Research	Life Sciences	Applied Research	Professional	Pre-eminent	Individual contributor; superior in
100.020.012	Scientist - Pre-eminent		Applied Research	i iucosiunal		excellence; internationally
	ocientist - r re-eminent					recognized leader and contributor
						in field of expertise, speaks at
						national and international forums,
						<b>,</b>
						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.

Pharmacokinetics / Drug Metabolism - Pre-eminent Metabolism - Pre-emine	naional
Metabolism - Pre-eminent field of Pharmacokine Metabolism; superio excellence; interr recognized leader contributes to the b knowledge within the expertise. As the Pre-er the Pharmacokine Metabolism Sub-Functio fully mastered approau designing and co absorption, dis metabolism and et (ADME) research on com drug agents and metab pre-clinical and/or development. Using physicochemical a attempts to compile varie such as absorption and e rates and drug agent hit	essional
Metabolism; superior excellence; interr recognized leader contributor, speaks at and international contributes to the b knowledge within the expertise. As the Pre-er the Pharmacokiner Metabolism 200-Function fully mastered approar designing and co absorption, dis metabolism and er (ADME) research on com drug agents and metab pre-clinical and/or development. Using physicochemical a attempts to compile varie such as absorption and rates and drug agents	
excellence; interr recognized leader contributor, speaks at and international contributes to the b knowledge within the expertise. As the Pre- er the Pharmacokinet Metabolism Sub-Function fully mastered approact designing and co absorption, dis metabolism and ed (ADME) research on con- drug agents and metab pre-clinical and/or development. Using physicochemical a attempts to compile varies such as absorption and er rates and drug agent ha	•
recognized leader contributor, speaks at and international contributes to the b knowledge within the expertise. As the Pre-ere the Pharmacokinet Metabolism Sub-Functic fully mastered approad designing and co absorption, dis metabolism and en (ADME) research on com drug agents and metab pre-clinical and/or development. Using physicochemical a attempts to compile varies such as absorption and en rates and drug agent his order to end	
contributor, speaks at and international contributes to the b knowledge within the expertise. As the Pre-er the Pharmacokinet Metabolism Sub-Function fully mastered approad designing and co absorption, dis metabolism and end (ADME) research on com drug agents and metab pre-clinical and/or development. Using physicochemical a attempts to compile varies such as absorption and end rates and drug agent has order to order	tionally
and international contributes to the b knowledge within the expertise. As the Pre-err the Pharmacokinei Metabolism Sub-Function fully mastered approar designing and co absorption, d is metabolism and eff (ADME) research on com drug agents and metab pre-clinical and/or development. Using physicochemical a attempts to compile varie such as absorption and eff rates and drug agent has order to	and
contributes to the b knowledge within the expertise. As the Pre-er the Pharmacokinei Metabolism Sub-Functio fully mastered approad designing and co absorption, dis metabolism and et (ADME) research on com drug agents and metab pre-clinical and/or development. Using physicochemical a attempts to compile varia such a absorption and rates and drug agent ha	
knowledge within the expertise. As the Pre-er the Pharmac-Function fully mastered approar designing and co absorption, dis metabolism and et (ADME) research on com drug agents and metab pre-clinical and/or development. Using physicochemical a attempts to compile vario such as absorption and et rates and drug agent he order to	forums,
expertise. As the Pre-er the Pharmacokine Metabolism Sub-Function fully mastered approact designing and co absorption, dis metabolism and en (ADME) research on com drug agents and metab pre-clinical and/or development. Using physicochemical a attempts to compile vario such as absorption and en rates and drug agent the order to	dy of
the Pharmacokined Metabolism Sub-Function fully mastered approact designing and co absorption, dis metabolism and et (ADME) research on corr drug agents and metab pre-clinical and/or development. Using physicochemical a attempts to compile varies such as absorption and et rates and drug agent has order to	rea of
Metabolism Sub-Function fully mastered approace designing and con- absorption, dis- metabolism and en- (ADME) research on corn drug agents and metab- pre-clinical and/or development. Using physicochemical a attempts to compile varies such as absorption and en- rates and drug agent ha order to	inent in
Metabolism Sub-Function fully mastered approace designing and con- absorption, dis- metabolism and en- (ADME) research on corn drug agents and metab- pre-clinical and/or development. Using physicochemical a attempts to compile varies such as absorption and en- rates and drug agent ha order to	cs/Drug
fully mastered approad designing and co absorption, dis metabolism and e (ADME) research on com drug agents and metab pre-clinical and/or development. Using physicochemical a attempts to compile varid such as absorption and e rates and drug agent ha order to	
designing and co absorption, dis metabolism and e (ADME) research on com drug agents and metab pre-clinical and/or development. Using physicochemical a attempts to compile vario such as absorption and e rates and drug agent ha order to	
absorption, dis metabolism and e (ADME) research on com drug agents and metab pre-clinical and/or development. Using physicochemical a attempts to compile varie such as absorption and e rates and drug agent ha order to	ducting
metabolism and exercised of the second of th	ibution,
(ADME) research on com drug agents and metab pre-clinical and/or development. Using physicochemical a attempts to compile varie such as absorption and e rates and drug agent ha order to	cretion
drug agents and metab pre-clinical and/or development. Using physicochemical a attempts to compile vario such as absorption and e rates and drug agent ha order to	
pre-clinical and/or development. Using physicochemical a attempts to compile varie such as absorption and e rates and drug agent ha order to	
development. Using physicochemical a attempts to compile varie such as absorption and e rates and drug agent ha order to	clinical
physicochemical a attempts to compile varie such as absorption and e rates and drug agent ha order to	a
attempts to compile varies such as absorption and en- rates and drug agent has order to	proach,
such as absorption and e rates and drug agent has order to	· · ·
rates and drug agent had order to	
order to	
	stablish
pharmacokinetic profiles	
chemical and/or molecula	
as well as determin	
optimum and safe dosag	
for compounds that have	
determined to have indica	ions for
various disease	groups.
	eloping
protocols and/or preparir	
documentation and find	ngs to
support domestic	and
international submissions	of new
drugs. May include mode	ing and
simulation. May conduct	
using parametric opt	
approach.	

760.628.314	Toxicologist	-	Pre-	Life Sciences	Applied Research	Professional	Pre-eminent	Pre-eminent professional individual contributor within the
	eminent							
								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	Life Sciences	Applied Research	Professional	Expert	Individual contributor and
	Scientist - Expert					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 -	Life Sciences	Applied Research	Professional	Expert	Expert professional individual
	Pharmacokinetics / Drug			1 Torocoronal		contributor within the
	Metabolism - Expert					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
						· · · · · · · · · · · · · · · · · · ·
						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
100.020.324	i unicologist - Expert	LITE SCIENCES	Applied Research	r iuiessiunai	Lybeir	contributor within the Toxicology
						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	-	Life Sciences	Applied Research	Professional	Expert	Expert professional individual contributor within the Pathology
	Expert							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	Life Sciences	Applied Research	Professional	Specialist	Individual contributor with
	Scientist - Specialist			. Torocoloridi	Cpoolanot	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 -	Life Sciences	Applied Research	Professional	Specialist	Specialist professional individual
	Pharmacokinetics / Drug			1 Toroosional	opoolaliot	contributor with comprehensive
	Metabolism - Specialist					knowledge in the area of
	Wetabolishi Opecialist					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
				1.00000000		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	- Life Sciences	Applied Research	Professional	Specialist	Specialist professional individual
100.020.331	Pathology Specialist	Scientist			FICIESSICITAL	opecialist	contributor with comprehensive
	Specialist						
							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	Life Sciences	Applied Research	Professional	Senior	Individual contributor that is fully
100.020.342	Scientist - Senior	LIFE SCIENCES	Applied Research	FIULESSIUIId	Senior	proficient in applying established
	Scientist - Senior					
						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 -	Life Sciences	Applied Research	Professional	Senior	Senior professional individual
1 00.020.040	Pharmacokinetics / Drug			1 101655101101		contributor that is fully proficient in
	Metabolism - Senior					applying established standards;
	Wetabolishi Genior					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.
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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 Senior	Scientist	- 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	Life Sciences	Applied Research	Professional	Experienced	Individual contributor that works
	Scientist - Experienced					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 -	Life Sciences	Applied Research	Professional	Experienced	Experienced professional
700.020.333	Pharmacokinetics / Drug	Life Sciences	Applied Research	FIDIESSIDITAI	Experienceu	individual contributor that works
	Metabolism -					under limited supervision. Applies
	Experienced					subject matter knowledge in the
	Experienced					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 -	Life Sciences	Applied Research	Professional	Experienced	Experienced professional
	Experienced			1 101000i0i1ul		individual contributor that works
	Experienced					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 -	Life Sciences	Applied Research	Professional	Experienced	Experienced professional
	Experienced						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	Life Sciences	Applied Research	Professional	Entry	Individual contributor representing
	Scientist - Entry			1 101000101101	y	the most common entry point for
	Ocientist - Entry					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 -	Life Sciences	Applied Research	Professional	Entry	Entry level professional individual
1 00.020.000	Pharmacokinetics / Drug			1 101633101101	Linuy	contributor representing the most
	Metabolism - Entry					common entry point for this
	Wetabolishi Entry					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
	Toxicologist Entry			Trofocolorial	Linuy	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.

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	Life Sciences	Applied Research	Para-	Senior	Individual contributor that is fully
100.020.412	Assistant - Senior	LITE OCIETICES	Applied Research	Professional	Cernor	proficient in applying established
	Assistant - Senior			FIDIESSIDITAL		standards; knowledge based
						acquired from several years of
						experience in particular area. Works independently: may
						1 57 5
						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
						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	Life Sciences	Applied Research	Para-	Experienced	Individual contributor that works
	Assistant - Experienced			Professional		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	Life Sciences	Applied Bessereb	Para-	Entry	Individual contributor representing
100.020.432		Life Sciences	Applied Research		Entry	Individual contributor representing
	Assistant - Entry			Professional		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.
						and initiationogical systems.

760.636.400	Laboratory Technician -	Life Sciences	Laboratory	Para-	Specialist	Specialist para-professional
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
						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 -	Life Sciences	Laboratory	Para-	Senior	Senior para-professional
	Senior - General			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 -	Life Sciences	Laboratory	Para-	Experienced	Experienced para-professional
100.030.420	Experienced - General	LITE SCIENCES	Laboratory	Professional	Lypenenceu	individual contributor working
	Experienced - General			1 101633101141		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 -	Life Sciences	Laboratory	Para-	Entry	Entry para-professional individual
	Entry - General			Professional	,	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	Life Sciences	Chemical Engineering	Para-	Specialist	Specialist individual contributor
	Manufacturing Technician			Professional	epoolanot	with comprehensive knowledge in
	- Specialist					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	Life Sciences	Chemical Engineering	Para-	Senior	Senior para-professional
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.
						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.

Manufacturing Technician       Professional       individual contribute         - Experienced       under limited supervision       Applie         sub-function.       Applie       matter knowledge in         Biochemical       Marter knowledge in       Biochemical         Biochemical       Marter knowledge in	vision within anufacturing es subject the area of anufacturing; to apply vithin the needs or As the ofessional in
- Experienced under limited supervised sub-function. Applie matter knowledge in Biochemical Ma requires capacity skills/knowledge v context of specific requirements. Experienced para-pro the Biochemical M Sub-Function,	vision within anufacturing es subject the area of anufacturing; to apply vithin the needs or As the ofessional in
the Biochemical M sub-function. Applie matter knowledge in Biochemical Ma requires capacity skills/knowledge v context of specific requirements. Experienced para-pro the Biochemical M Sub-Function,	anufacturing es subject the area of anufacturing; to apply vithin the needs or As the ofessional in
sub-function. Applie matter knowledge in Biochemical Ma requires capacity skills/knowledge v context of specific requirements. Experienced para-pro the Biochemical M Sub-Function,	es subject the area of anufacturing; to apply vithin the needs or As the ofessional in
matter knowledge in Biochemical Ma requires capacity skills/knowledge v context of specific requirements. Experienced para-pro the Biochemical M Sub-Function,	the area of anufacturing; to apply vithin the needs or As the ofessional in
requires capacity skills/knowledge v context of specific requirements. Experienced para-pro the Biochemical M Sub-Function,	to apply vithin the needs or As the ofessional in
skills/knowledge v context of specific requirements. Experienced para-pro the Biochemical M Sub-Function,	vithin the needs or As the ofessional in
context of specific requirements. Experienced para-pro the Biochemical M Sub-Function,	needs or As the ofessional in
requirements. Experienced para-pro the Biochemical M Sub-Function,	As the ofessional in
Experienced para-pro the Biochemical M Sub-Function,	ofessional in
the Biochemical M Sub-Function,	
Sub-Function,	anufacturing
	anulaciumig
specialized know	possesses
	ledge in
performing the generation of t	
necessary for the m	
operations in a	
production facility,	
media preparation, f	
cell culture, buffer	• •
purification and	aseptic
operations. Prepares	media and
buffer solutions; clea	
and autoclaves gla	
components; cleans	
batches, and monitor	
fermenters; operates	
finish and liquid chro equipment. Operates	
for process control	
entry; follows standa	
	anufacturing
tickets, forms good m	
practices, and safety	
and recognizes and	
abnormal ever	• •
circumstances.	

760.644.431	Biochemical	Life Sciences	Chemical Engineering	Para-	Entry	Entry para-professional individual
	Manufacturing Technician		enemiear Engineering	Professional	Linuy	contributor representing the most
	- Entry			1 101033101141		common entry point for this
	Entry					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	Life Sciences	Manufacturing/Process/Design	Management	Senior Manager	Manages within the
	Development	- Life		Engineering	Management	Cornor Managor	Manufacturing Process
	Sciences -	Senior		Engineering			Development Sub-Function;
	Manager	Genior					typically a highly experienced
	Manager						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	Life Sciences	Manufacturing/Process/Design	Management	Manager	Manages teams within the
	Development - Life		Engineering	managomon		Manufacturing Process
	Sciences - Manager		Linginooning			Development Sub-Function.
	Colonecco Manager					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.
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760.704.230	Manufacturing Process	Life Sciences	Manufacturing/Process/Design	Management	Team Leader	Leads/supervises a team of more
	Development - Life		Engineering	management	(Professionals)	than 2 professionals within the
	Sciences - Team Leader		Engineening		(1 1010001011010)	Manufacturing Process
	(Professionals)					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	Life Sciences	Manufacturing/Process/Design	Managamant	Team Leader	Leads/supervises a team of more
100.104.240	Development - Life	LIFE SCIENCES	Engineering	Management	(Para-	
	Sciences - Team Leader				(Para- Professionals)	than 2 para-professionals within
	(Para-Professionals)				FIDIESSIDITAIS)	the Manufacturing Process
	(Para-Professionais)					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	Life Sciences	Manufacturing/Process/Design	Professional	Expert	Expert professional individual
	Development Engineer -		Engineering			contributor within the
	Life Sciences - Expert					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	Life Sciences	Manufacturing/Process/Design	Professional	Specialist	Specialist professional individual
700.704.330	Development Engineer -	Life Sciences		FIDIESSIDITAL	Specialist	
			Engineering			contributor with comprehensive
	Life Sciences - Specialist					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.
						matemats.

760.704.340	Manufacturing Process	Life Sciences	Manufacturing/Process/Design	Professional	Senior	Senior professional individual
	Development Engineer -		Engineering	10100000101		contributor that is fully proficient in
	Life Sciences - Senior		Engineening			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.
						materials.

760 704 350	Manufacturing Process	Life Sciences	Manufacturing/Process/Design	Professional	Experienced	Experienced
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 processes or equipment already in operation. Requires understanding of compliance, pharmaceutical,
						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	Life Sciences	Manufacturing/Process/Design	Professional	Entry	Entry level professional individual
700.704.300	5	Life Sciences		FIDIessional	Entry	
	Development Engineer -		Engineering			contributor representing the most
	Life Sciences - Entry					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	Life Sciences	Production	Management	Senior Manager	Manages within the
	Process Engineering -			management		Pharmaceutical/Biological
	Senior Manager					Process Sub-Function; typically a
	Senior Manager					
						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
						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	Life Sciences	Production	Management	Managor	Manages teams within the
100.124.221		Life Sciences	FIDUUCION	Management	Manager	
	Process Engineering					Pharmaceutical/Biological
	Manager					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
						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
						investigation management.

760.724.231	Pharmaceutical/Biological	Life Sciences	Production	Management	Team Leader	Leads/supervises a team of more
10011241201	Process Engineering -		Troduction	Management	(Professionals)	than 2 professionals within the
	Team Leader				(11010331011413)	Pharmaceutical/Biological
	(Professionals)					Process Sub-Function; first level
	(11016331011813)					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	Life Sciences	Production	Management	Team Leader	Leads/supervises a team of more
700.724.241		Life Sciences	FIODUCION	Management	(Para-	
	Process Engineering - Team Leader (Para-					than 2 para-professionals within the Pharmaceutical/Biological
					Professionals)	
	Professionals)					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
						responsible for corrective and
						preventive actions and
						investigation management.

760.724.321	Pharmaceutical/Biological	Life Sciences	Production	Professional	Expert	Expert professional individual
100.127.021	Process Engineer -	LIE OUEIICES		TUESSIONAL	Lyber	contributor within the
						Pharmaceutical/Biological
	Expert					3
						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
						•
	1				1	investigation management.

760.724.331	Pharmaceutical/Biological	Life Sciences	Production	Professional	Specialist	Specialist professional individual
100.124.001	Process Engineer -	Life Ociences	Treddelleri	1 101633101141	opecialist	contributor with comprehensive
	Specialist					knowledge in the area of
	opecialist					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	Life Sciences	Production	Professional	Senior	Senior professional individual
100.124.041	Process Engineer -	Life Ocieffices	Troduction	1 101633101181	Genior	contributor that is fully proficient in
	Senior					applying established standards;
	Senior					
						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	Life Sciences	Production	Professional	Experienced	Experienced professional
700.724.331	Process Engineer -	LITE SCIENCES	Fibuuction	FIDIESSIDITAL	Lybenenced	individual contributor that works
	Experienced					under limited supervision. Applies
	Experienced					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	Life Sciences	Production	Professional	Entry	Entry level professional individual
100.124.301	Process Engineer - Entry	LITE SCIENCES	FTUUUUIUIT	FIDIESSIDITAL	Linuy	contributor representing the most
	Flocess Engineer - Entry					
						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.
				l	l	investigation management.

760.729.401	Pharmaceutical Operator	Life Sciences	Machine Operating	Para-	Specialist	Specialist individual contributor
	- Specialist			Professional	opeoidilot	with comprehensive knowledge in
	opeoialist			1 Toressional		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
						scheduling. May monitor and
						verify quality in accordance with
						statistical process or other control
						procedures.

760.729.411	Pharmaceutical Operator	Life Sciences	Machine Operating	Para-	Senior	Senior para-professional
100.120.411	- Senior	Life Obierroes	Machine Operating	Professional	Cernor	individual contributor that is fully
	Como			1 Torosoloriai		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	Life Sciences	Machine Operating	Para-	Experienced	Experienced para-professional
100.123.721	- Experienced		machine Operating	Professional		individual contributor working
	Experienced			1 Torocolorial		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	Life Sciences	Machine Operating	Para-	Entry	Entry para-professional individual
100.120.401	- Entry	Elic Ocicrices	Machine Operating	Professional	Linuy	contributor representing the most
	Lindy			Trofocolorial		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
						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	Leads a sub-function or a
100.004.100				LYCOUIAG	Head	corporate staff function. Provides
					nouu	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 -	Life Sciences	Bio-statistics	Executive	Sub-Function	Leads the Epidemiology Sub-
	Sub-Function				Head	Function. Provides short to
					Tiedu	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 -	Life Sciences	Bio-statistics	Executive	Sub-Function	Leads the Bioinformatics Sub-
100.004.102	Sub-Function				Head	Function. Provides short to
					Tiedu	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	Life Sciences	Bio-statistics	Management	Senior Manager	Manages within a nominated sub-
	Manager					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	Life Sciences	Bio-statistics	Management	Senior Manager	Manages within the Epidemiology
100.007.211	Manager	Geniul	LIE OCIETICES	010-3101131103	manayement	Senior Manager	Sub-Function; typically a highly
	Manager						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	Life Sciences	Bio-statistics	Management	Senior Manager	Manages within the
	Manager			-		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
100.004.220	Biostatistician Managel		บเวรเลแอแบอ	management	wanayer	policy and strategy
						1 5 65
						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
						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
				management	managor	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.
	<u> </u>			l		design of new experiments.

760.864.230	Biostatistician -	Life Sciences	Bio-statistics	Management	Team Leader	Leads/supervises a team of 2 or
	Supervisor		2.0 31410100	managomoni	(Professionals)	more professionals; first level
	Capernoon				(i rereceientaie)	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	Life Sciences	Bio-statistics	Management	Toom Looder	Loade/supervises a team of more
100.004.231		Life Sciences	DIU-SIAIISIIUS	Management	Team Leader	Leads/supervises a team of more
	Leader (Professionals)				(Professionals)	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.
L						CALCITICI VETICOIS.

760.864.232	Bioinformatics - Team	Life Sciences	Bio-statistics	Management	Team Leader	Leads/supervises a team of more
100.004.202	Leader (Professionals)		Dio Statistics	Management	(Professionals)	than 2 professionals within the
					(11010331011413)	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	Life Sciences	Bio-statistics	Managamant	Toom Loodo	Loodo/ouronviceo a team of more
700.004.241	1 07		Life Sciences	DIO-SIAIISIICS	Management	Team Leade	•
		(Para-				(Para-	than 2 para-professionals within
	Professionals)					Professionals)	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	Life Sciences	Bio-statistics	Management	Team	Leader	Leads/supervises a team of more
	Leader	(Para-			managomon	(Para-	Loudor	than 2 para-professionals within
	Professionals)	(1 212-				Professio	anale)	the Bioinformatics Sub-Function;
	FIDIESSIDITAIS)					FIDIESSIC	nais)	
								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.
								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.

eminent excellence: international 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 products. Uses sound statistical products. Uses sound statistical products. Uses sound statistical products, Uses sound statistical interhodology to conduct studies relating to the life processes of plants, animals, and humans. In development-phase projects, health authority guidelines, and clinical trial methodology 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 provides specifications and directions. No	760 864 310	Biostatistician - Bro	Life Sciences	Bio-statistics	Professional	Pro-ominont	Individual contributor: superior in
establishing standards for clinical	760.864.310	Biostatistician - Pre- eminent	Life Sciences	Bio-statistics	Professional	Pre-eminent	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

760.864.320	Biostatistician - Expert	Life Sciences	Bio-statistics	Professional	Expert	Individual contributor and
100.004.020				i Totessional	LAPOIL	acknowledged expert both within
						the organization as well as within
						other organizations. Typically
						participates in industry/knowledge
						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 -	Life Sciences	Bio-statistics	Professional	Expert	Expert professional individual
	Expert					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	Life Sciences	Bio-statistics	Professional	Expert	Expert professional individual
. SUICO HOLL	Professional - Expert			i ioicssional		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	Rinstatistician - Specialist	Life Sciences	Bio-statistics	Professional	Specialist	Individual contributor with
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
						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 -	Life Sciences	Bio-statistics	Professional	Specialist	Specialist professional individual
	Specialist				opeenanet	contributor with comprehensive
	epoolanet					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	Life Sciences	Bio-statistics	Professional	Specialist	Specialist professional individual
100.007.002	Professional - Specialist	LIE OUEIICES	010-3181131103	1 IUICSSIUIIAI	opecialist	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.

760 964 240	Diastatistician Sociat	Life Seieness	Dia atatiatian	Drofossional	Sonior	Individual contributor that is fully
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
						methods used. Provides
						management and/or reporting of data.

760.864.341	Epidemiology Scientist -	Life Sciences	Bio-statistics	Professional	Senior	Senior professional individual
	Senior					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	Life Sciences	Bio-statistics	Professional	Senior	Senior professional individual
	Professional - Senior					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	_   lif	e Sciences	Bio-statistics	Professional	Experienced	Individual contributor that works
100.004.000	Experienced		e ociences	DIO-SIAlISIICS	FIOLESSIONAL	Lybenenced	under limited supervision. Applies
	Experienced						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 -	Life Sciences	Bio-statistics	Professional	Experienced	Experienced professional
	Experienced					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	Life Sciences	Bio-statistics	Professional	Experienced	Experienced professional
100.004.332	Professional -		010-3181131103	FIDIESSIDITAL	Experienced	Experienced professional individual contributor that works
	Experienced					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.
		1		1		accign of new experiments.

760.864.360	Biostatistician - Entry	Life Sciences	Bio-statistics	Professional	Entry	Individual contributor representing
1 00.004.000		LIE OCIETICES		TOESSIONAL	LINUY	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 -	Life Sciences	Bio-statistics	Professional	Entry	Entry level professional individual
1001004.001	Entry			1 TOTOSSIONAL		contributor representing the most
	Entry					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
						5
						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	Life Sciences	Bio-statistics	Professional	Entry	Entry level professional individual
100.004.302	Professional - Entry	LITE SCIENCES	00-310103	FIDIESSIDITAL		contributor representing the most
	Professional - Entry					
						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.
						design of new experiments.

760.866.130	Head	of	Clinical	Life Sciences	Clinical Research	Executive	Sub-Function	Leads a sub-function or a
	Research						Head	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	Life Sciences	Clinical Research	Executive	Sub-Function	Leads the Translational Medicine
700.000.137	Medicine - Sub-Function	LITE SCIENCES	Cillical Research	Executive	Head	Sub-Function. Provides short to
	Medicine - Sub-Function				пеац	
						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.
						ciluia.

760.866.210	Clinical Research	- Life Sciences	Clinical Research	Management	Senior Manager	Manages within a nominated sub-
	Senior Manager					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 -	Life Sciences	Clinical Research	Management	Senior Manager	Manages within the Translational
100.000.217	Senior Manager			wanayement	Senior Manager	Medicine Sub-Function; typically
	Senior Manager					
						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
						efforts.

760.866.220	Clinical	Research	Life Sciences	Clinical Research	Management	Manager	Managing teams with focus on
	Manager						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
							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	Life Sciences	Clinical Research	Management	Manager	Managing teams with focus on
760.866.222	Clinical Monitoring Manager	Research (CRA)	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,
							standard operating procedures (SOP), good clinical practices
							regulatory requirements.
							hospitals, state and/or
							research institutions to initiate and
							products that have investigational
							approval. Responsible for
							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	Life Sciences	Clinical Research	Management	Manager	Manages teams within the
	Manager						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	Life Sciences	Clinical Research	Management	Team Leader	Leads/supervises a team of 2 or
100.000.200	Supervisor	Research	Life Ocieffices	Clinical Research	Management	(Professionals)	more professionals; first level
	Supervisor					(11016331011813)	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	Life Sciences	Clinical Research	Management	Team Leader	Leads/supervises a team of 2 or
	Monitoring	(CRA)			management	(Professionals)	more professionals; first level
	Supervisor					(11010331011013)	manager of a work team that
	Cupervisor						could comprise professionals,
							technical and/or administrative
							staff. Typically without budget or
							hire/fire authority. Focuses on
l							mentoring, coaching, and
l							coordination. Monitors progress of
l							clinical trials at the site level and
l							ensures that they are conducted,
l							recorded and reported in
l							accordance with the protocol,
l							standard operating procedures
I							(SOP), good clinical practices
I							(GCP), and other applicable
l							regulatory requirements.
l							Develops and maintains liaison
l							with clinical investigators, medical
1							educators, clinical research
l							organizations (CRO), affiliated
l							hospitals, state and/or
l							government hospitals, and
l							research institutions to initiate and
l							expedite clinical studies on
l							products that have investigational
l							new drug or medical devices
l							approval. Responsible for
1							reviewing adverse event cases
l							with investigators, determining
							and monitoring time schedules,
l							preparing study documents, and
l							issuing status reports. May assist
l							with design, development, and
l							monitoring of clinical evaluation
I							projects. Trains investigators and
I							site personnel. Includes
I							headquarter and field clinical
l							research associates (CRA). May
I							contact and recommend qualified
							investigators to perform studies
							and initiate clinical trials. Ensures
							recruitment and retention of
							patients.

760.866.237	Translational Medicine -	Life Sciences	Clinical Research	Management	Team Leader	Leads/supervises a team of more
100.000.201	Team Leader	Life Ociences	Chinical Research	Management	(Professionals)	than 2 professionals within the
	(Professionals)				(11016331011813)	Translational Medicine Sub-
	(FIDIESSIDIIAIS)					Function; first level manager of a
						work team that may comprise
						professionals, technical and/or administrative staff. Typically
						51 5
						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.
						enons.

760.866.240	Clinical Research - Team	Life Colonass	Clinical Research	Managamant	Teem Lecter	Landa/aunamiana a taom at 0 an
100.000.240		Life Sciences	Cillical Research	Management	Team Leader	Leads/supervises a team of 2 or
	Leader				(Para-	more para-professionals; first
					Professionals)	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	Life Sciences	Clinical Research	Management	Team Leader	Leads/supervises a team of 2 or
700.000.242	Monitoring (CRA) - Team	LITE SCIENCES	Chillear Research	Management	(Para-	more para-professionals; first
	Leader				Professionals)	level manager of a work team that
	Leader				FTUIESSIUTIAIS)	
						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 -	Life Sciences	Clinical Research	Management	Team Leader	Loade/supervises a team of more
100.000.241		Life Sciences	Clinical Research	Management		Leads/supervises a team of more
	Team Leader (Para-				(Para-	than 2 para-professionals within
	Professionals)				Professionals)	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.
						submissions and commercial
						efforts.

760.866.310	Clinical Research	Life Sciences	Clinical Research	Professional	Pre-eminent	Individual contributor; superior in
	Scientist - Pre-eminent			1 Torosoloriar		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.
						projects.

760.866.320	Clinical Research	Life Sciences	Clinical Research	Professional	Expert	Individual contributor and
	Scientist - Expert			1 101000101101		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	Life Sciences	Clinical Research	Professional	Expert	Expert professional individual
1 00.000.021	Scientist - Expert		Chinical Research	TUESSIONAL	Lyber	contributor within the
	Scientist - Expert					Translational Medicine Sub-
						Function. Acknowledged expert
						<b>S</b> 1
						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	Life Sciences	Clinical Research	Professional	Specialist	Individual contributor with
	Scientist - Specialist				epeelanet	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	Life Sciences	Clinical Research	Professional	Specialist	Individual contributor with
1 00.000.00Z	Monitoring	(CRA)			TUESSIUIA	opecialist	comprehensive knowledge in
	Professional -						specific area. Ability to execute
	1 TOICSSIONAL	opecialist					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
	<u> </u>						patients.

760.866.337	Translational Medicine	Life Sciences	Clinical Research	Professional	Specialist	Specialist professional individual
100.000.331	Scientist - Specialist	Life Sciences	Cillical Research	FIDIESSIDITAL	Specialist	contributor with comprehensive
	Scientist - Specialist					
						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	Life Sciences	Clinical Research	Professional	Senior	Individual contributor that is fully
100.000.340	Scientist - Senior	LITE SCIENCES	Cillical Research	FIDIESSIDITAL	Senior	proficient in applying established
	Scientist - Senior					
						standards; knowledge based acquired from several years of
						experience in particular area. Works independently: may
						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	Life Sciences	Clinical Research	Professional	Senior	Individual contributor that is fully
	Monitoring	(CRA)			1 TOTOGOIOTICI		proficient in applying established
	Professional -						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	Life Sciences	Clinical Research	Professional	Senior	Senior professional individual
	Scientist - Senior					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	Life Sciences	Clinical Research	Professional	Experienced	Individual contributor that works
	Scientist - Experienced					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	Life Sciences	Clinical Research	Professional	Experienced	Individual contributor that works
700.000.332	Monitoring	(CRA)	LITE SCIENCES	Cillical Nesearch	FIOLESSIONAL	Lybenenced	under limited supervision. Applies
	Professional						subject matter knowledge;
	Experienced	-					requires capacity to understand
	Experienced						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	Life Sciences	Clinical Research	Professional	Experienced	Experienced professional individual contributor that works
	Scientist - Experienced					
						under limited supervision. Applies
						subject matter knowledge in the
						area of Translational Medicine;
						requires capacity to apply skills/knowledge within the
						5
						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.

Scientist - Entry the most common entry point this career stream; works of direct supervision. Designs provides oversight of of research programs. E relationships with key op leaders and applies their inp enhance study design protocols. Assures that of research program design in scientific objectives and is all with commercial needs. St as medical/scientific consulte marketing or research pr teams and government regul agencies. Establishes conditions essential determining the safety, effit medical usefulness, marketability of drug or me device products candid Interprets results of Phase investigations in preparation new-drug or medical determines in preparat	760.866.360	Clinical Research	Life Sciences	Clinical Research	Professional	Entry	Individual contributor representing
this career stream; works u direct supervision. Designs provides oversight of a cl research programs. E relationships with key op leaders and applies their inp enhance study design protocols. Assures that cl research program design in scientific objectives and is al with commercial needs. St as medical/scientific consulta marketing or research pri teams and government regul agencies. Establishes conditions essential determining the safety, effi medical usefulness, marketability of drug or me device products candid Interprets results of Phase investigations in preparation new-drug or medical d		Scientist - Entry				,	the most common entry point for
direct supervision. Designs provides oversight of cl research programs. E relationships with key op leaders and applies their inp enhance study design protocols. Assures that cl research program design in scientific objectives and is all with commercial needs. Si as medical/scientific consult marketing or research pri teams and government regul agencies. Establishes conditions essential determining the safety, effi medical usefulness, marketability of drug or me device products candid Interprets results of Phase investigations in preparation new-drug or medical determines.							this career stream; works under
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new-drug or medical d							
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projects.							-

760.866.362	Clinical	Research	Life Sciences	Clinical Research	Professional	Entry	Individual contributor representing
100.000.302			Life Sciences	Clinical Research	FIDIESSIDITAI	Entry	Individual contributor representing
	Monitoring	(CRA)					the most common entry point for
	Professional -	- Entry					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 Madiaina	Life Colonece	Clinical Desearch	Drefeesional	[ntm/	Entry lovel professional individual
100.000.301	Translational Medicine	Life Sciences	Clinical Research	Professional	Entry	Entry level professional individual
	Scientist - Entry					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.
						CITOLO.

760.866.410	Clinical Research Clerk -	Life Sciences	Clinical Research	Para-	Senior	Individual contributor that is fully
	Senior			Professional		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	Life Sciences	Clinical Research	Para-	Senior	Individual contributor that is fully
	Administrator - Senior			Professional		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 -	Life Sciences	Clinical Research	Para-	Experienced	Individual contributor that works
	Experienced			Professional		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	Life Sciences	Clinical Besearch	Dara	Experienced	Individual contributor that works
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
						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

760.866.430	Clinical Research Clerk -	Life Sciences	Clinical Research	Para-	Entry	Individual contributor representing
	Entry			Professional	,	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	Life Sciences	Clinical Research	Para-	Entry	Individual contributor representing
1 00.000.402	Administrator - Entry			Professional	Linuy	the most common entry point for
	Administrator - Entry			1 101633101141		this career stream; works under
						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	Life Sciences	Health Economics	Executive	Function Head	Creates and executes
	Access					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	Life Sciences	Health Economics	Executive	Sub-Function	Leads a sub-function or a
1001000100	Economics	ricalui			Executive	Head	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	Leads the Market Access Sub-
100.000101				EXCOUNT	Head	Function. Provides short to
					nead	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 -	Life Sciences	Health Economics	Management	Senior Manager	Manages within a nominated sub-
700.000.210	Senior Manager	Life Ociences	Treatur Economics	Management	Serilor Manager	function or related sub-functions;
	Senior Manager					
						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	Life Sciences	Health Economics	Management	Senior Manager	Manages within the Market
	Manager					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 Manager	Economics	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

760.868.221	Market Access Manager	Life Sciences	Health Economics	Management	Manager	Manages teams within the Market
100.000.221	Market Access Marlager	LIE SCIENCES		Management	Manager	Access Sub-Function. Focus is on
						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	Life Sciences	Health Economics	Management	Team Leader	Leads/supervises a team of 2 or
	Supervisor	2001011103			management	(Professionals)	more professionals; first level
	Cupervisor					(11010001011010)	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	Life Sciences	Health Economics	Management	Team Leader	Leads/supervises a team of more
	Supervisor	///////////////////////////////////////			Management	(Professionals)	than 2 professionals within the
	Oupervisor					(1 1010331011413)	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	-	Life Sciences	Health Economics	Professional	Specialist	Individual contributor with
	Specialist	t						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	Life Sciences	Health Economics	Professional	Specialist	Specialist professional individual
100.000.001	Professional - Specialist	Life Obierroes		Toressional	opeoialist	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	-	Life Sciences	Health Economics	Professional	Senior	Individual contributor that is fully
	Senior							proficient in applying established
								standards; knowledge based
								acquired from several years of
								experience in particular area. Works independently: may
								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	Life Sciences	Health Economics	Professional	Senior	Senior professional individual
	Professional - Senior					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 -	Life Sciences	Health Economics	Professional	Experienced	Individual contributor that works
	Experienced					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	Life Sciences	Health Economics	Professional	Experienced	Experienced professional
	Professional	-					individual contributor that works
	Experienced						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	Life Sciences	Health Economics	Professional	Entry	Entry level professional individual
100.000.001	Professional - Entry	LITE SCIETICES		FIDIESSIDIIAI		, ,
	Professional - Entry					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	Leads the Medical Affairs Sub-
1 30.07 0.100					Head	Function. Provides short to
					nead	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 Information	Medical	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	Life Sciences	Medical Affairs & Information	Executive	Sub-Function	Leads the Medical Scientific
100.010.131	Scientific Liaison - Sub-	Life Sciences	Medical Analis & Information	Executive	Head	Liaison Sub-Function. Provides
	Function				пеац	
	FUNCTION					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.
L				1	l	mootingo.

760.870.138	Head of Medical Writing -	Life Sciences	Medical Affairs & Information	Executive	Sub-Function	Leads the Medical Writing Sub-
100.010.130	Sub-Function	LIE SCIENCES			Head	Function. Provides short to
	Sub-Function				neau	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 -	Life Sciences	Medical Affairs & Information	Management	Senior Manager	Manages teams within the
	Senior Manager					Medical Information sub-function.
						Typically a highly experienced
						manager. Decisions tend to be more tactical and operational;
						geographic scope of operational,
						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
						compliance with regulatory policies and guidelines.
						Contributes to the development,
						review, and approval of clinical
						protocols.

760.870.211	Medical Affairs - Senior	Life Sciences	Medical Affairs & Information	Management	Senior Manager	Manages within the Medical
	Manager			managomont		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	Life Sciences	Medical Affairs & Information	Management	Senior Manager	Manages within the Medical
100.010.211	- Senior Manager	LITE SCIENCES	Medical Analis & Information	Management	Seriior Manager	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	Life Sciences	Medical Affairs & Information	Management	Senior Manager	Manages within the Medical
	Manager		Modeal / Mails & montation	management	Comor Manager	Writing Sub-Function; typically a
	Managor					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
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 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
						reporting information for reports
						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	Life Sciences	Medical Affairs & Information	Management	Manager	Manages teams within the
	Manager					J J	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	Life Sciences	Medical Affairs & Information	Management	Manager	Manages teams within the
100.010.221	Manager			manayement	manayer	Manages teams within the Medical Scientific Liaison Sub-
	Manager					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	-	Life Sciences	Medical Affairs & Information	Management	Manager	Manages teams within the
	Manager					inchagomont		Medical Writing Sub-Function.
	Juneary							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	Life Sciences	Medical Affairs & Information	Management	Team Leader	Leads/supervises a team of more
100.010.230	Supervisor	mornation			wanayement	(Professionals)	than 2 professionals within the
	Supervisor					(FIDIESSIDITAIS)	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	- Life Sciences	Medical Affairs & Information	Management	Team Leader	Leads/supervises a team of more
	Supervisor	/ mane			managomon	(Professionals)	than 2 professionals within the
	Capervisor					(11010001011010)	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	Life Sciences	Medical Affairs & Information	Management	Team Leader	Leads/supervises a team of more
100.010.231	Supervisor	Life Sciences		Management	(Professionals)	than 2 professionals within the
	Supervisor				(FIDIESSIDITAIS)	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	_ [	Life Sciences	Medical Affairs & Information	Management	Team Leader	Leads/supervises a team of more
100.010.230	Supervisor	writing	-	LITE SCIENCES	Medical Analis & Information	Management	(Professionals)	than 2 professionals within the
	Supervisor						(F1018551011al5)	
								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 ·	Toom	Life Sciences	Medical Affairs & Information	Management	Team	Leader	Leads/supervises a team of more
100.010.240	Leader	Allalis .	Teall	LIFE SCIENCES		Management	(Para-	Leauel	than 2 para-professionals within
	Leauer						Professi	onolo)	the Medical Affairs Sub-Function;
							FIDIESSI	unais)	
									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
	1								participate in adverse event
									reporting and safety
	1								responsibilities monitoring. May
									act as consultant/liaison with
									other corporations when working
									under licensing agreements.

760.870.241	Medical Information -	Life Sciences	Medical Affairs & Information	Management	Team Leader	Leads/supervises a team of more
100.070.241	Team Leader	Life Sciences		Management	(Para-	
	Team Leader				<b>(</b>	than 2 para-professionals within
					Professionals)	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	Profossional	Export	Export profossional individual
100.010.328	iviedical vvnter - Expert	Life Sciences	ivieuical Alialis & 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.
		1	l	1	1	

760.870.330	Medical Affairs	Life Sciences	Medical Affairs & Information	Professional	Specialist	Specialist professional individual
100.010.000	Professional - Specialist	LITE OCIEFICES	Medical Analis & mornation	FIOIESSIONAL	opecialist	contributor with comprehensive
	r rolessional opecialist					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.
	<u> </u>				1	ander neerong agreemento.

760.870.331	Madiaal	Information	Life Colonass	Madical Affaira & Information	Drofossional	Createlist	Consider professional industrial
100.010.331	Medical	Information	Life Sciences	Medical Affairs & Information	Professional	Specialist	Specialist professional individual
	Professional	- Specialist					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	Life Sciences	Medical Affairs & Information	Professional	Specialist	Specialist professional individual
	- Specialist		meanoar / mane & miormation	1 TOTOGOIOTICI	epoolanot	contributor with comprehensive
	opeolailet					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	_ [	Life Sciences	Medical Affairs & Information	Professional	Specialist	Specialist professional individual
100.010.330	Specialist	vviitei	-	LITE SCIENCES	Medical Analis & mornation	FIDIESSIDITAI	Specialist	contributor with comprehensive
	Specialist							
								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 Professional	Information - 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
							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	Life Sciences	Medical Affairs & Information	Professional	Senior	Senior professional individual
1 00.01 0.042	Professional - Senior			1 101633101101		contributor that is fully proficient in
	Fiblessional - Senior					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.
						under licensing agreements.

760.870.347	Medical Scientific Liaison	Life Sciences	Medical Affairs & Information	Professional	Senior	Senior professional individual
	- Senior					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
						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
100.010.040	Wedical Writer - Sellion			1 IUICSSIUIIAI	Genior	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	Life Sciences	Medical Affairs & Information	Professional	Experienced	Experienced professional
100.010.333	Professional	Allalis	Life Sciences		FIDIESSIDITAL	Experienced	individual contributor that works
		-					
	Experienced						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 Professional Experienced	Information -	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,
							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	Life Sciences	Medical Affairs & Information	Professional	Experienced	Experienced professional
100.010.331	- Experienced	LIFE SCIENCES		FIDIESSIDITAL	Lybenenced	individual contributor that works
	- Experienced					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
	1					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
	1					and consistency in strategy and
	1					tactics. Provide assistance on
	1					special projects including medical
						affairs, continuing medical
						education, advisory boards, key
	1					opinion leader development,
						scientific reviews, local clinical
						trials and investigator clinical
						meetings.

760 870 359	Medical	W/ritor	Life Sciences	Medical Affairs & Information	Professional	Experienced	Experienced professional
760.870.358	Medical Experienced	Writer -	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
							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	Life Sciences	Medical Affairs & Information	Professional	Entry	Entry level professional individual
	Professional				1 101000i0i1ui		contributor representing the most
	1 Toroboloriar	Linuy					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.
							protocola.

760.870.363	Medical Affairs	Life Sciences	Medical Affairs & Information	Professional	Entry	Entry level professional individual
100.010.303	Professional - Entry	LITE SCIENCES		FIDIESSIDITAL	Entry	contributor representing the most
	Fiolessional - Entry					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	Life Sciences	Medical Affairs & Information	Professional	Entry	Entry level professional individual
	- Entry			1 101000101101	,	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
100.010.300	Medical Whiter - Entry	Life Sciences		Professional	Entry	
						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	Life Sciences	Medical Affairs & Information	Para-	Senior	Individual contributor that is fully
	Administrator - Senior			Professional		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	Life Sciences	Medical Affairs & Information	Para-	Senior	Individual contributor that is fully
	Administrator - Senior			Professional		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	Life Sciences	Medical Affairs & Information	Para-	Experienced	Individual contributor that works
	Administrator	-			Professional		under limited supervision. Applies
	Experienced						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	Life Sciences	Medical Affairs & Information	Para-	Entry	Individual contributor representing
	Administrator - Entry			Professional		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	Leads a sub-function or a
					Head	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 - Se Manager	nior 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

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
						other microorganisms. Conducts

760.872.230	Microbiology Supervisor	Life Sciences	Microbiology	Management	Team Leader	Leads/supervises a team of 2 or
	, , , , , , , , , , , , , , , , , , ,				(Professionals)	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
						enzymes. Evaluates new substances prior to their initiation
						into clinical and/or toxicological
						investigations by verifying activity.
				1		investigations by veniging activity.

760.872.310	Microbiologist - eminent	Pre-	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
							,

760.872.320	Microbiologist - Expert	Life Sciences	Microbiology	Professional	Expert	Individual contributor and
			0,			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 -	Life Sciences	Microbiology	Professional	Experienced	Individual contributor that works
	Experienced					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
						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
100.012.000	Wildfoldiologist Entry		Wierebielegy	Trofeedional	Linuy	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	Life Sciences	Pharmaceutics	Executive	Sub-Function	Leads a sub-function or a
	Pharmacovigilance					Head	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	Leads a sub-function or a
					Head	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
						profiling; investigates the mechanism of action for research
		1				targets and compounds.

760.876.137	Head of Research	Life Sciences	Pharmaceutics	Executive	Sub-Function	Leads the Research Pharmacy
100.010.131	Pharmacy - Sub-Function	LITE SCIENCES	Filamaceutics	Executive	Head	Sub-Function. Provides short to
	Fliathacy - Sub-Function				neau	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
						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
						geographic scope of operation tends to be at the country level. Typically accountable for budget and policy recommendations and medium-term planning. Studies
						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 -	Life Sciences	Pharmaceutics	Management	Senior Manager	Manages within the Research
	Senior Manager					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	Life Sciences	Pharmaceutics	Management	Manager	Manages teams within the
	Manager	-			-		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.
							torms used for clinical thats.

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
						assessment for the products' life cycle.

760.876.231	Pharmaceutics	Life Sciences	Pharmaceutics	Management	Team Leader	Leads/supervises a team of 2 or
	Supervisor				(Professionals)	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 -	Life Sciences	Pharmaceutics	Management	Team Leader	Leads/supervises a team of more
100.010.231	Team Leader	LITE SCIENCES	Filamaceutics	wanagement	(Professionals)	than 2 professionals within the
	(Professionals)				(FIDIESSIDITAIS)	
	(FIDIESSIDITAIS)					
						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	Bassarah Bharmaou	Life Sciences	Pharmaceutics	Managamant	Team Leader	Loode/ourorvises a team of more
100.0/0.24/	Research Pharmacy -	Life Sciences	Filamaceutics	Management		Leads/supervises a team of more
	Team Leader (Para-				(Para-	than 2 para-professionals within
	Professionals)				Professionals)	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.
						TOTTIS USED TOT CIINICAL MAIS.

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
						screening and profiling; investigates the mechanism of action for research targets and compounds.

760.876.321	Clinical Pharmacologist -	Life Sciences	Pharmaceutics	Professional	Expert	Individual contributor and
	Expert					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	Life Sciences	Pharmaceutics	Professional	Expert	Expert professional individual
1 00.01 0.021	Scientist - Expert		i namaceulos	101633101101	Lyben	contributor within the Research
	Scientist - Expert					Pharmacy Sub-Function.
						Acknowledged expert within and
						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	Life Sciences	Pharmaceutics	Professional	Specialist	Specialist professional individual
100.010.331	Scientist - Specialist	LITE SCIENCES	Flamaceutics	FIORESSIONAL	Opecialist	contributor with comprehensive
	Scientist - Specialist					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	Life Sciences	Pharmaceutics	Professional	Senior	Senior professional individual
	Scientist - Senior					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
760.876.352	Pharmacovigilance Analyst - Experienced	Life Sciences	Pharmaceutics	Professional	Experienced	targets and compounds. 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	Life Sciences	Pharmaceutics	Professional	Experienced	Experienced professional
100.010.001	Scientist - Experienced	LITE OCIETICES	Filamaceutics	FIOIESSIONAL	Lybenenced	individual contributor that works
	Scientist - Experienced					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	Life Sciences	Pharmaceutics	Professional	Entry	Entry level professional individual
100.010.001	Scientist - Entry	LIE OUEIILES		1 101033101101	Linuy	contributor representing the most
	Scientist - Entry					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	Leads a sub-function or a
					Head	corporate staff function. Provides
					nouu	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.
						in clinics and nospitals.

760.878.210	Reimbursement - Senior	Life Sciences	Reimbursement	Management	Senior Manager	Manages within a nominated sub-
100.010.210	Manager		Reinburgement	management		function or related sub-functions;
	Manager					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	Life Sciences	Reimbursement	Management	Team Leader	Leads/supervises a team of 2 or
	Supervisor			managomont	(Professionals)	more professionals; first level
	Caperviser				(11010001011010)	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.
						in clinics and nospitals.

760.878.330	Reimbursement	Life Sciences	Reimbursement	Professional	Specialist	Individual contributor with
	Professional - Specialist			1 101000101101	opoolalist	comprehensive knowledge in
	The contract of the contract o					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	Life Sciences	Reimbursement	Professional	Senior	Individual contributor that is fully
1 00.07 0.040	Professional - Senior		Remoursement	1 101633101101		proficient in applying established
	Fiolessional - Senior					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	Life Sciences	Reimbursement	Professional	Experienced	Individual contributor that works
	Professional -		Reinburgement	i ioicosionai	Experienced	under limited supervision. Applies
	Experienced					subject matter knowledge;
	Experienced					
						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	Life Sciences	Reimbursement	Professional	Entry	Individual contributor representing
	Professional - Entry				,	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	Leads a sub-function or a
					Head	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 Manager	- Senior	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.
							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.
							pullues.

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.
						pullues.

760.880.230	Validation Supervisor	Life Sciences	Validation	Management	Team Leader	Leads/supervises a team of 2 or
					(Professionals)	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.
				1		policies.

760.880.240	Validation - Team Leader	Life Sciences	Validation	Management	Team Leader	Leads/supervises a team of 2 or
100.000.240			Validation	management	(Para-	more para-professionals; first
					Professionals)	level manager of a work team that
					r Tolessionais)	5
						comprises para- professionals.
						Typically without budget or hire/fire authority. Focuses on
						-
						<b>3</b> ,
						evaluates quality process and
						system standards to ensure compliance with company
						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.
						policies.

760.880.330	Validation	Analyst	-	Life Sciences	Validation	Professional	Specialist	Individual contributor with
	Specialist							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
								equipment, products and/or processes. May assist with
								establishing corporate validation
								policies.

760.880.340	Validation Senior	Analyst	- 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

760.880.350	Validation	Analyst	-	Life Sciences	Validation	Professional	Experienced	Individual contributor that works
	Experienced							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.
						pullcles.

760.880.410	Validation	Assistant -	Life Sciences	Validation	Para-	Senior	Individual contributor that is fully
	Senior				Professional		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 -	Life Sciences	Validation	Para-	Experienced	Individual contributor that works
	Experienced			Professional	•	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 -	Life Sciences	Validation	Para-	Entry	Individual contributor representing
	Entry				Professional	-	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	Life Sciences	Health Promotion/Education	Executive	Sub-Function	Leads a sub-function or a
100.003.130	Education	Falleill	LIE SCIENCES		LACCULIVE	Head	corporate staff function. Provides
	Education					пеац	
							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 -	Life Sciences	Health Promotion/Education	Management	Senior Manager	Manages within a nominated sub-
	Senior Manager			management	Comor managor	function or related sub-functions;
	Conton Managor					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 Manager	Education	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

760.883.230	Patient	Education	Life Sciences	Health Promotion/Education	Management	Team Leader	Leads/supervises a team of 2 or
	Supervisor				management	(Professionals)	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	Life Sciences	Health Promotion/Education	Professional	Specialist	Individual contributor with
	Consultant - Specialist					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.
						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.
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760.883.341	Patient Education	Life Sciences	Health Promotion/Education	Professional	Senior	Individual contributor that is fully
	Consultant - Senior					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	Leads/supervises a team of 2 or
					(Professionals)	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
760.953.360	Animal Care Professional - Entry	Life Sciences	Animal Husbandry	Professional	Entry	Services certification. 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	Medical	Product Development	Professional	Specialist	Specialist professional individual
	Engineer - Specialist - Medical Devices	Equipment & Supplies				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	Medical	Product Development	Professional	Senior	Senior professional individual
	Engineer - Senior -	Equipment &				contributor that is fully proficient in
	Medical Devices	Supplies				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.