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| C:\Users\valhoyw\AppData\Local\Microsoft\Windows\INetCache\Content.Word\uwhr logo.pngRESEARCH SCIENTIST/ENGINEER JOB QUESTIONNAIRECheck the bottom of your screen for pop up instructions for some Form fields. |
| POSITION IDENTIFIERS |
| Proposed Payroll Title (not working title):  | Home Department:  | Major Organization:  |
| Manager’s Name:  | Manager’s Payroll Title:  | Creation/Revision Date:  |
|  |
| current employee information (Enter “Vacant” if a Recruitment) |
| Employee Name:  | Employee ID Number (EID):  | Position #:  | Current Payroll Title (not working title):  |
|  |
| position CHARACTERISTICS |
| Describe the field of research this position is engaged in:Click or tap here to enter text. |
| Describe the purpose of the research project(s) this position supports: Click or tap here to enter text. |
| Describe the position’s major duties and responsibilities.Click or tap here to enter text. |
| Research Sponsors/Stakeholders (e.g. NIH, NSF, other schools or research institutions, etc.)Click or tap here to enter text. |
|  |
| General CompetenciesFor each of the following statements, select the one response that reflects the level of functioning expected of the position the majority of the time |
| PROBLEM SOLVING/INNOVATION |
| **The level of direction or technical guidance provided to this position is best described as:**  |
| **The level of problem solving expected of this position is best described as:** |
| **The level of innovation expected of this position is best described as:** |

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| project planning and management |
| **The level of responsibility for identifying/securing research funding for on-going and new projects is best described as:** |
| **The level of responsibility for project management expected from this position is best described as:** |
|  |
| leadership/technical influence/networking |
| **The level of leadership expected of this position is best described as:** |
| **Check the following box if the position has supervisory responsibility**[ ]  Position has full supervisory responsibility for staff; hires, trains, conducts performance evaluations, and works with Human Resources to discipline and/or terminate employee(s) when necessary.If you checked the box above, list the number and type of staff this position for which this position is responsible:  |
| **The level of influence this position is expected to have within the research community is best described as:** |

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| education and experience |
| education |
| **The minimum level of education that is required in order for an individual to perform the position’s responsibilities at a satisfactory level is:**Can equivalent experience be substituted for degree requirement? [ ] Yes [ ] No |

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| job-related experience and technical excellence |
| **The minimum amount of job-related experience required to successfully perform the duties of the job includes:**[ ]  Less than three months. [ ]  Three months to one year. [ ]  One to three years.[ ]  Three to five years. [ ]  Five to seven years. [ ]  Seven or more years. |
| **The minimum level of technical expertise needed/required to successfully perform the job is an individual who:** |
|  |
| **Specific knowledge, skills and abilities required to perform the job satisfactorily include:**Click or tap here to enter text. |
| **Knowledge, skills and abilities that are desirable, providing for an enhanced level of job performance, include:**Click or tap here to enter text. |