

Genus Job Description

Job Title	Research Technician	Job Family	Research & Development
Reports to	R&D Laboratory Manager	Work level	
Exemption Status	Non-Exempt	Pay Grade	

Summary

As part of a multi-disciplinary team, the **Research Technician** will assist in developing flow cytometry and cell handling processes from concept through transfer of the validated protocols to a commercial product. The Research Technician will execute experiments centered around custom cell sexing cytometry technology, analyze data, and present summarized results.

Essential Functions include the following. Other duties may be assigned. (Include NO more than 10 functions)

Work as a cohesive part of the research and development team to design, develop, and improve new technologies and biological techniques surrounding semen handling, sexing, and cryopreservation

Conduct experiments following protocols and test plans provided or through own design

Perform a variety of biological, engineering, and software testing in a timely manner both with groups and individually

Set up, operate, troubleshoot, and monitor semi-automated cytometers used for sexing semen

Effectively communicate experimental results in both informal and formal meetings

Maintain accurate and specific experimental records and perform data analysis

Promote and maintain clean, organized work areas, including cleaning and maintaining laboratory supplies

Willingness to perform non-routine tasks as needed to ensure high team productivity

Consistently contribute and communicate efficient and productive ways to improve lab tasks

Requirements

Travel	
Education	<ul style="list-style-type: none"> Bachelor's degree in physical, life, or biological sciences OR associates degree in a science or technology related field with 2+ years of laboratory experience
Licenses/Certifications	<ul style="list-style-type: none">
Experience	<ul style="list-style-type: none"> Demonstrated experience as a self-starter and fast learner both independently and with a team Background in cellular biology, molecular biology, biochemistry, biomedical engineering, biotechnology, or physiology Experience in cell-based assays, flow cytometry, DNA extraction, PCR, or microscopy
Other	<ul style="list-style-type: none"> Ability to work at a laboratory bench for extended periods of time Ability to work with hazardous materials (e.g. chemicals, electrical equipment) Ability to use computers in an interactive manner for extended periods of time

	<ul style="list-style-type: none">• Ability to use standard laboratory protective equipment (e.g. goggles, lab coat, gloves)
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Genus Core Behaviours / Competencies

Customer impact: builds strong, profitable, sustainable customer relationships, anticipating and exceeding customer expectations to increase demand for services and products in order to build loyalty.

Managing external environment: anticipates and responds quickly to environmental changes for the benefit of the business and customers, through strong external networks and deep understanding of the markets.

Execution Orientation: Drives to set ever higher standards and achieve results through determination, resilience and commitment. Develops solutions to enhance the service offering and drive continuous improvement.

Setting Direction: develops simple, deliverable plans based on pragmatic new thinking, ideas or concepts. Assesses accurately commercial risk and return.

Change management: Champions, leads, support or embeds change to improve things. Communicates well and helps others by overcoming barriers.

Analysis and Decision Making: Analyses opportunities and problems thoughtfully and thoroughly to make good and timely decisions.

Team Mobilisation: builds high performing diverse teams, investing resources effectively. Recruits, develops, motivates and retains talent by setting stretching goals and developing capability of self, team and organisation.

Collaboration: 'One team' approach – gains commitment to strategic vision and goals. Builds and maintains networks and relationships, sharing knowledge and experience, delivering on commitments.

The following are qualities that are the foundations on which Genus team members work:

- Integrity
- Honesty
- A desire to work to make a difference in the communities & countries that we work in
- Delivery on commitments – do what you say you are going to do
- Alignment with the business goals and values

The above position description is intended to describe the general content, identify the essential functions of, and requirements for the performance of this position. It is not to be construed as an exhaustive statement of duties, responsibilities or requirements.