| **TO BE COMPLETED BY HIRING MANAGER** |
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| Position Title: | Senior Scientist |
| Title of Position Reporting To: | CNS Preclinical Research Lead |
| Department: | CNS |
| Job Level: | P3 |
| Job Location: | Bulletin Building level 3 |
| **TO BE COMPLETED BY HUMAN RESOURCES** |
| FLSA **(Exempt or Non-Exempt):** |  |
| **TO BE COMPLETED BY HIRING MANAGER** |
| **Primary Duties***Provide a brief summary describing the major role, responsibility and purpose of the job. Summarize key areas of accountability and budget responsibility, if applicable.* |
| The Senior Scientist will be responsible for:* Driving forwards one or more translational programs in the area of gene therapy for neurological conditions including chronic neuropathic pain.
* Design, construction, evaluation, and optimization of AAV gene therapy vectors to express therapeutic transgenes in PNS and/or CNS tissues.
* Design of *in vitro*, *in vivo* and *ex vivo* experiments.
* Execution of experiments either individually or through teamwork (in-house or outsourced).
* Data analysis and visualization.
* Meticulous recording of experiments using an electronic laboratory notebook.
* Leading the implementation of advanced techniques and innovative concepts as an authority in a relevant field both internally and externally.
* Initiating and overseeing joint programs with internal and external collaborators.
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| **Responsibilities***Describe the essential daily job functions and include % of time spent on each.* |
| **% of Time** | **Job Function and Description** |
| 50% | Design *in vitro* and *in vivo* experiments. Execute experiments on the bench either independently or through teamwork (in-house or outsourced). |
| 30% | Recording, analyzing and visualizing data; writing study reports; presenting results. |
| 10% | Literature review; Identify potential indication targets; co-develop plans for evaluating targets. |
| 10% | Participate in group meetings and scientific discussions, and provide support to other staff, as needed. |
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| **Education and Experience Requirements***Include educational requirements or equivalency, required years and type(s) or experience, and necessary licenses or certificates.* |
| * Typically has a PhD in a relevant scientific discipline and 3 to 5 years of relevant post-PhD experience.
* Alternatively, may have a Bachelor’s or Master’s degree with significant related experience; generally 10+ years. Individual experience may vary based on skillset and expertise.
* Essential: Evidence of responsibility for execution of one or more scientific programs.
* Essential: Evidence of >3 years of experience with mammalian models of neuropathic pain (e.g., design, surgery, behavioral testing, immunofluorescent histological staining, confocal microscopy, analysis).
* Preferred: Evidence of >3 years of experience with cell biology methods (e.g., neural cell culture, transfection/transduction, immunocytochemical staining, analysis).
* Preferred: Evidence of >3 years of experience with molecular biology methods (e.g., AAV plasmid design, cloning, evaluation of gene expression).
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| **Key Skills, Abilities, and Competencies***Describe critical skill and abilities needed to successfully perform the job, which should be representative of the knowledge, skills, and abilities required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.* |
| * Expertise in designing, implementing, and troubleshooting *in vivo* and *in vitro* experiments related to evaluation of potential therapies for pain.
* Expert ability to analyze problems critically and to develop potential solutions.
* Expert technical lab skills.
* Expert skills in synthesizing research findings and effectively communicating findings and recommendations to management.
* Ability to develop research programs that align with the goals of the company as defined by senior management, in consultation with the Preclinical Research Team leaders and Head of CNS Research.
* Demonstrated ability to work well with other people (for example, with other team members, core facilities, external collaborators, vendors or CROs).
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| **Complexity and Problem Solving***Describe the decisions made by the incumbents on a regular basis. Include decisions within the Incumbent’s authority to make as well as those decisions that must be referred to a higher level.* |
| * Actively participates in planning projects, will schedule, and will arrange own activities in accomplishing objectives.
* Is considered an expert in a field within and external to the organization.
* Develops solutions to complex problems which require the use of ingenuity, innovation and/or collaboration with others.
* Exercises latitude in determining approaches to assignments.
* Will perform assignments with a high technical difficulty under minimal supervision; may provide direction and training to others.
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| **Internal and External Contacts***List contacts this job advises, consults, or coordinates with on a regular basis. Describe to whom the job is accountable. Indicate each Contact category (Internal, Vendor, Customer, or Other) and provide examples.* |
| * Will report to one Preclinical Team Leader in neuroscience.
* Primary role is as an individual contributor.
* Will work with one or more team members on a day-to-day basis.
* Will provide coaching and guidance to other team members (e.g., on technical issues).
* Will co-design, execute and analyze experiments in partnership with other stakeholders.
* Will liaise with other teams within CNS and across Spark (e.g., In vivo teams, vector manufacture, histology, NGS, data analytics, statistics, medical writing).
* Will act as a prime contract on contracts or projects with external partners.
* Will serve as a consultant to management on major matters pertaining to research and plans.
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| **Other Job Requirements***List any other job requirements, including travel, physical abilities required, etc.* |
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| Employee Signature: |  |
| Date: |  |
|  |
| Manager Signature: |  |
| Date: |  |