BioMed Tech I BioMed	l Tech II BioMed Tech III
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Knowledge – Professional/			
Scientific	BS in physiology, biology, or other relevant science and basic mouse handling skills and knowledge of genetics.	Ability to perform research literature search.	Competent in research literature searching, with the ability to make recommendations to Pls. etc. Contributes to manuscripts.
	Basic understanding of laboratory instruments, equipment and regulatory standards.	Acquire advanced training with specific equipment. Able to modify procedures in response to changing conditions.	Demonstrate scientific knowledge and analytical skills to monitor, modify, and design the research process. Experience w/ specialized equipment and/or disease models.
		More specific education in the field of imaging and physiology in order to respond to changing research conditions.	Able to support/present at courses and workshops that pertain to specific projects. Make learning a continual process .
		Strong mouse handling skills and husbandry.	Advanced mouse handling skills and procedure (surgical, etc) and a strong knowledge of mouse models of disease.
Experimental Design			
J	Undertand principles of experimental design.	Take greater initiative in the updating/editing and development of research protocols and SOPs.	Drafts research protocols and SOPs independently, with feedback from investigators and supervisor.
	Assists in the updating, editing and development of research protocols and SOPs.	Familiar with mouse models of disease/imaging and how to best utilize the model.	Have a thorough understanding of experimental controls and apply them responsibly.
	Understand quality control measures, and responsibly apply them.	Plan and document the acquisition of resources (e.g., equipment, materials) to conduct experiments.	
	Monitor time and expenditures used to perform experiments to provide efficient experimental design.	Assists in designing experimental controls and quality control measures.	Understand mouse models in use by users, and mouse procedures required for the experiment.
Conducting Experiments/ Procedures			
	Conduct tests, experiments, and/or procedures under direction of supervisor. Must be able to follow standard, detailed protocols specified by investigator or established by the Service.		Organize and schedule all experiments, able to run all scheduled experiments; collect, compile and analyze data; present finished product to the investigator.
	Masters basic proficiency of specialized techniques or procedures for most of the equipment in the service.	Schedule, coordinate and/or conduct multiple, concurrent assignments or a multi-faceted project.	Lead multiple, concurrent projects and/or multiple faceted projects
			Serve as the expert in conducting specialized techniques or procedures for selected equipment.
Data Analysis			
	Collect, compile and organize data, and monitor data quality and accuracy as required by research protocols.	Ensure the quality, integrety, and security of data that is delivered to users, via supervisor.	Lead as primary data analyst for selected data sets using Excel, statistical software or other required applications. Coordinate data analysi with the Statistics and Data Anlysis group, or external experts as required.
		Collate and prepare data summary using Excel, statistical software or other required applications.	Maintain quality, integrety, and security of data and deliver to users.
Laboratory Management			
ivianagement			Manage laboratory resources, including budge

	Coordinate and train others to ensure compliance with safety measures and guidelines.	Prepare/assist in billing and budgeting; monitor and document expenditures. Manages compliance with safety measures and guidelines.	computers. Update software, troubleshoot, arrange service and PM schedules. Oversee mouse room and husbandry.
Communicatio			tranning.
n	Communicates (oral and written) detailed outcomes and results of research with manager.	Interface with users, providing information on services to develop a user base. Provide users with project summary detailing deliverables, expectations, and cost. Work with all of ImSci staff to provide a high standard of service.	Serve as a primary contact for users in generating business, developing new procedures, and reporting final results. Serve as a primary presenter within department and/or at professional conferences.
	Contributes to presentations within the department.	Maintain good user relations by communicating progress on projects.	Contribute to quarterly report, shared instrument grants, budget and benchmarking surveys.
	Maintain professional interaction with users.	Present data/papers/procedures within department and/or at professional conferences. Contribute to ImSci website.	Contribute to the ImSci web site, providing information on services and resources (papers, data, useful websites) for users.
Instruction	Train and assist others in laboratory techniques and the use of multi-user laboratory equipment.	Provide Courses and Conferences with instructional expertise in workshops utilizing ImSCi equipment.	Become a recognized expert in research paradigm(s) and/or specific equipment, and share that expertise via conferences, papers and hands-on training.
	Maintain updated protocols.	Share techniques, procedures and experience with colleagues at external service facilities.	and names-on training.
Accountability			
	Be organized, responsible and report results clearly and efficiently to supervisor. Conduct and complete experiments in a timely and ethical manner.	Utilize time in a fiscally sound manner, accounting for transfer for services. Maintain organized and detailed notes for experiments, which allow reproducibility by a third party.	Develop and utilize ImSci metrics to provide efficcient and cost-effective service.
Relationships	Show a willingness to teach as well as be taught.	Have a firm grasp of ImSci goals, able to instruct in many if not all techniques in the service. Coordinates, on a limited scale, with inside and outside collaborators.	working with users and ImSci staff. Able to
	Contribute positively by keeping supervisor informed of results. Communicate clearly and freely.	Contributes positively by completing work in a timely manner. Communicates the results to supervisor efficiently and clearly. Works to be a functional team member.	Coordinate with internal and external collaborators to open new areas of research or tecniques.
			Is a leader in the Service, leading by example by putting in extra effort. Works closely with supervisor and users to produce the best results for the process.