

Research Scientist I

Under the supervision of senior scientific research personnel, incumbents at this level plan, organize, and carry out scientific research studies of limited scientific scope and complexity. Individuals may serve as a team member on public health projects and investigations or act as a technical scientific consultant on a specific phase of a more complex scientific study. This level scientist is expected to make independent decisions in a very limited or restricted area of a specific scientific field and solve problems using standard principles, procedures, and techniques for their scientific area of expertise when fully trained. The work of a Research Scientist I is reviewed to see that it conforms to established policies and procedures.

Minimum Requirements

Entrance into this level requires possession of a bachelor's degree in the stated specialty or a closely related field, and one year of research experience in a field relevant to the stated specialty. (One year towards completion of an advanced degree of the stated specialty or a closely related field may be substituted for this experience.)

Interested individuals who meet the minimum requirements are invited to submit an examination package for one or more of the following specialties in which they are qualified

- Chemical Sciences
- Epidemiology/Biostatistics
- Microbiological Sciences
- Physical/Engineering Sciences
- Social/Behavioral Sciences

Research Scientist II

Under general supervision, incumbents at this level plan, organize, and carry out scientific research studies of moderate scientific scope and complexity. Individuals may serve as a team member on public health projects and investigations within their program, and act as a technical scientific consultant on a specific phase of a more complex scientific research study. This level scientist is expected to make independent, difficult decisions in a specific scientific field using established guidelines and technical scientific procedures, and adapt research methods to problems with limited scientific scope. The work of a Research Scientist II is reviewed periodically to see that it generally conforms to established policies and procedures.

Minimum Requirements

Entrance into this classification requires possession of a bachelor's degree in the stated specialty or a closely related field, and two years of experience in the California state service performing scientific research duties comparable to those of a Research Scientist I in the stated specialty or a closely related field. (One year towards completion of a doctoral degree of the stated specialty or a closely related field may be substituted for one year of the required experience.)

Or

Individuals, who possess a master's degree in the stated specialty or in a closely related field, can be considered with three years of research experience in the stated specialty or a closely related field. The research experience must have included responsibility for determining research design, choice of methods, and analysis of findings. The research involved in completion of the dissertation required for the doctoral degree may be substituted for one year of the required experience.

Interested individuals who meet the minimum requirements are invited to submit an examination package for one or more of the following specialties in which they are qualified.

- Chemical Sciences
- Epidemiology/Biostatistics

- Food and Drug Sciences
- Microbiological Sciences
- Physical/Engineering Sciences
- Social/Behavioral Sciences

Research Scientist III

Under general direction, incumbents at this level plan, organize, and direct scientific research studies of a highly developed scientific scope and complexity. This level scientist is expected to make independent, complex decisions in their specific scientific field, and conduct highly specialized phases of a major scientific project or investigation of sufficient scope to require coordination with professional staff from other State, local, or Federal agencies adapting methods, techniques, and procedures to carry out assignments. Scientific research or investigations conducted are presented to public health experts and the community, and these scientists may serve as advisors or consultants to other lower-level scientists conducting studies in their specific scientific field of expertise. The work and conclusions of a Research Scientist III are accepted as technically authoritative and are reviewed only for meeting the assignment's objectives, and research by these scientists is published in scientific journals.

Minimum Requirements

Entrance into this classification requires possession of a master's degree in the stated specialty or a closely related field and one year of experience in the California state service performing scientific research duties comparable to a Research Scientist II in the stated specialty or a closely related field.

Or

Individuals, who possess a doctoral degree in the stated specialty or a closely related field, can be considered with one year of progressively responsible scientific research experience in the stated specialty or a closely related field. This experience must have included either: (1) experience with major responsibility for the design and execution of a complex, highly specialized research project; or (2) experience in the coordination and direction of a complex and difficult scientific research effort. This experience must be at a level of responsibility equivalent to that of a Research Scientist II.

Interested individuals who meet the minimum requirements are invited to submit an examination package for one or more of the following specialties in which they are qualified.

- Chemical Sciences
- Epidemiology/Biostatistics
- Food and Drug Sciences
- Microbiological Sciences
- Physical/Engineering Sciences
- Social/Behavioral Sciences
- Veterinary Sciences.

Research Scientist IV

Under administrative direction, incumbents at this level plan, organize, and direct major scientific research studies that are complex and have statewide sensitivity and policy impact. This level scientist is expected to make original, independent decisions on complex scientific problems using scientific theories and principles on association and risk; develop and test hypotheses on causes, and conceive, plan, and conduct scientific research work of large scope on a statewide or national basis that has extreme difficulty and complexity in unexplored areas of public health. The results of their applied scientific research can be used in public health prevention and control programs. Incumbents use their scientific expertise to plan, direct, and execute major professional public health research studies, and provide evaluations and scientific recommendations as a scientific expert. Scientific recommendations are normally accepted as

sound without close review unless matters of policy are involved. Incumbents seek and analyze all relevant, available, scientific, technical, medical, and other information from sources within and outside the organization, and integrate this information into the decision-making process. If relevant information is not available, incumbents identify this shortfall to management and develop proposed studies necessary to generate this information. Incumbents consult with department management and others in areas appropriate to their qualifications and participate in the development of public health policy; provide consultation to departmental management and others as requested; make presentations to State public health experts and the community on the scientific research conducted and also publish this research in scientific journals; act as a subject-matter expert in conducting public health scientific research that has the potential for adverse public health impact on community health; provide interpretations of scientific research findings for use by others.

Minimum Requirements

Possession of a doctoral degree in the stated specialty or a closely related field, and one year of experience in the California state service performing scientific research duties comparable to those of a Research Scientist III in the stated specialty or a closely related field.

Or

Possession of a doctoral degree in the stated specialty or in a closely related field, and four years of progressively responsible research experience in the stated specialty or in a closely related field. This experience must have included major responsibility for the design, conduct, and analysis of a large or highly complex and difficult research, and experience in the development, planning, and operation of a multidisciplinary, complex, and difficult research program involving coordination of several groups of disciplines, and preparation of major reports and scientific publications. (Possession of a recognized professional Board certification in the stated specialty or possession of a master's degree in Public Health or preventive medicine may be substituted for two years of the required experience.) At least one year of this experience must be at a level of responsibility equivalent to that of a Research Scientist III.

Or

Possession of the degree of Doctor of Medicine, and four years of progressively responsible professional research experience in a field of medical specialization relevant to the stated specialty or in a closely related field. This experience must have included major responsibility for design, conduct, and analysis of complex research, or responsibility for the administration and coordination of large, complex multidisciplinary, or multi-institutional research programs. At least one year of this experience must be at a level of responsibility equivalent to that of a Research Scientist III.

Interested individuals who meet the minimum requirements are invited to submit an examination package for one or more of the following specialties in which they are qualified.

- Chemical Sciences
- Epidemiology/Biostatistics
- Food and Drug Sciences
- Microbiological Sciences
- Physical/Engineering Sciences
- Social/Behavioral Sciences
- Veterinary Sciences.

Research Scientist V

Under administrative direction, incumbents conceive, plan, organize, and direct the most difficult, advanced, complex, and highly original scientific research studies; provide leadership and coordinate scientific research studies and scientific investigations involving local, State, and Federal public health agencies; and make original, independent decisions on complex scientific problems using scientific theories and principles on association and risk, and develop and test hypotheses on causes. The work complexity at this level has special significance for the establishment of State and national public health policy and legislation. Incumbents provide advice and guidance to management on matters of such

difficulty and controversy that leading experts disagree as to the proper scientific approach; act as subject-matter and technical experts and serve as the highest level scientific expert for the department based on personal scientific reputation; consult with department management and others in areas appropriate to their qualifications and participate in the development of public health policy; provide scientific support and direction for the legal, legislative, and regulatory actions that occur in public health policy development; provide scientific presentations to State and national public health experts and the community on scientific research conducted and also publish this research in scientific journals. Incumbents work independently and provide interpretation of research findings for use in public health policy development by upper management.

Minimum Requirements

Either I

Possession of a doctoral degree in the stated specialty or in a closely related field or a degree of Doctor of Medicine; and two years of experience in the California state service performing scientific research duties comparable to those of a Research Scientist IV or Research Scientist Supervisor I in the stated specialty or a closely related field. (Possession of a recognized professional Board certification in the stated specialty or possession of a master's degree in Public Health or preventative medicine may be substituted for one year of the required experience.)

Or

Possession of a doctoral degree in the stated specialty or in a closely related field, and broad and extensive experience (more than five years) in research or scientific investigation experience in the stated specialty or in a closely related field. This experience must have included major responsibility for the design, conduct, and analysis of a large or highly complex and difficult research project or scientific investigation, including preparation of major reports and scientific publications. (Possession of a recognized professional Board certification in the stated specialty or possession of a master's degree in Public Health or preventative medicine may be substituted for two years of the required experience.) At least two years of this experience must be at a level of responsibility equivalent to that of a Research Scientist IV or Research Scientist Supervisor I.

Or

Possession of the degree of Doctor of Medicine, and broad and extensive research experience (more than five years) in a field of medical specialization relevant to the stated specialty or in a closely related field. This experience must have included major responsibility for design, conduct, and analysis of complex research, or responsibility for the administration and coordination of large, complex multidisciplinary, or multi- institutional research programs. At least two years of this experience must be at a level of responsibility equivalent to that of a Research Scientist IV or Research Scientist Supervisor I.

Interested individuals who meet the minimum requirements are invited to submit an examination package for one or more of the following specialties in which they are qualified.

- Chemical Sciences
- Epidemiology/Biostatistics
- Food and Drug Sciences
- Microbiological Sciences
- Physical/Engineering Sciences
- Social/Behavioral Sciences
- Veterinary Sciences.

Research Scientist Supervisor I

Under general direction, the Research Scientist Supervisor I is responsible for the supervision of Research Scientists I, II, and III and other lower-level staff, and serves as the first supervisory level in the Research Scientist series. Positions allocated to this class will be considered as working level supervisors responsible for a small unit of scientific and nonscientific staff, typically totaling from three to eight professional State and/or contract employees. Incumbents provide administrative guidance and

direction to subordinates and plan, organize, and direct major scientific research studies or public health investigations of a broad scientific scope and complexity; make independent decisions in their specific scientific field; may serve as advisors or consultants to other lower-level scientists conducting studies in their specific scientific field of expertise. Incumbents adapt methods, techniques, and procedures to carry out assignments. Work and conclusions are accepted as technically authoritative and are reviewed only for meeting the assignment's objectives. Incumbents may also conduct highly specialized phases of a major scientific project or investigation of sufficient scope to require coordination with professional staff from other State, local, or Federal agencies; publish or present scientific research or investigations conducted to other public health experts and the community; provide interpretations of scientific research findings for use by others; prepare required budgetary and staffing patterns for special scientific research projects; recruit, train, and supervise appropriate research personnel; and may represent the department in promoting, explaining, and coordinating scientific research affecting public health.

Minimum Requirements

Possession of a master's degree in the stated specialty or in a closely related field, and three years of experience in the California state service performing scientific research duties comparable to those of a Research Scientist II in the stated specialty or a closely related field. (Research involved in the completion of the dissertation required for the doctoral degree may be substituted for one year of the required experience.)

Or

Possession of a master's degree in the stated specialty or in a closely related field, and one year of experience in the California state service performing scientific research duties comparable to those of a Research Scientist III in the stated specialty or a closely related field.

Or

Possession of a doctoral degree in the stated specialty or a closely related field, and two years of progressively responsible research experience in the stated specialty or a closely related field. This experience must have included either: (1) experience with major responsibility for the design and execution of a complex, highly specialized research project; or (2) experience in the coordination and direction of a complex and difficult research effort. At least one year of this experience must be at a level of responsibility equivalent to that of a Research Scientist III.

Interested individuals who meet the minimum requirements are invited to submit an examination package for one or more of the following specialties in which they are qualified.

- Chemical Sciences
- Epidemiology/Biostatistics
- Food and Drug Sciences
- Microbiological Sciences
- Physical/Engineering Sciences
- Social/Behavioral Sciences
- Veterinary Sciences.

Research Scientist Supervisor II

Under broad administrative direction, the Research Scientist Supervisor II is responsible for the supervision of Research Scientists I, II, III and IV and Research Scientist Supervisors I. Incumbents serve as second-level supervisors responsible for a moderate group of scientific and nonscientific staff composed of supervisors and nonsupervisors, typically totaling nine to fifteen professional State and/or contract employees. Programs with high visibility requiring unique scientific expertise in which the incumbent has independent science-based decision-making responsibilities on a statewide level may supervise fewer personnel. Incumbents provide administrative guidance and leadership in planning, organizing, and directing difficult and complex major original scientific research studies or public health investigations that have broad statewide scientific scope, high sensitivity, and policy impact; make original, independent decisions on complex scientific problems using scientific theories and principles on

association and risk and then develop hypothesis on causes and also test these hypotheses; conceive, plan, and conduct scientific research work of large scope on a statewide or national basis, that has extreme difficulty and complexity in unexplored areas of public health. The incumbent's work involves high levels of uncertainty and a balancing of conflicting interest of extreme intensity. The results of their applied research are used in public health prevention and control programs. Incumbents use their scientific expertise to plan, direct, and execute major professional public health research studies; and provide evaluations and scientific recommendations as those of a scientific expert; and direct the analysis of all relevant, available, scientific, technical, medical, and other information from sources within and outside the organization, and direct the integration of this information into the decision-making process. Incumbents direct the development of proposed scientific research studies to evaluate new public health strategies if relevant information is not available; consult with department management and others in areas appropriate to their qualifications and participate in the development of public health policy; provide scientific technical expertise in a science area appropriate to their educational qualifications and provide consultation to departmental management and others as requested; and direct the publication or presentation of scientific research or investigations conducted on a statewide basis to state public health experts and the community.

Minimum Requirements

Either I

Possession of a doctoral degree in the stated specialty or a closely related field or a degree of Doctor of Medicine; and three years of experience in the California state service performing scientific research duties comparable to those of a Research Scientist Supervisor I in the stated specialty or a closely related field.

Or

Possession of a doctoral degree in the stated specialty or a closely related field or a degree of Doctor of Medicine; and two years of experience in the California state service performing scientific research duties comparable to those of a Research Scientist IV in the stated specialty or in a closely related field.

(Possession of a recognized professional Board certification in the stated specialty or possession of a master's degree in Public Health or preventive medicine may be substituted for one year of the required experience.)

Or

Possession of a doctoral degree in the stated specialty or in a closely related field, and five years of progressively responsible research experience in the stated specialty or a closely related field. This experience must have included major responsibility for the design, conduct, and analysis of a large or highly complex and difficult research, and experience in the development, planning, and operation of multidisciplinary, complex, and difficult research program involving coordination of several groups of disciplines, recruitment and training of personnel, budgeting and accounting of funds, and preparation of major reports and scientific publications. At least three years of this experience must be at a level of responsibility equivalent to that of a Research Scientist Supervisor I.

Or

Possession of the degree of Doctor of Medicine, and five years of progressively responsible professional research experience in a field of medical specialization relevant to the stated specialty or a closely related field. This experience must have included major responsibility for the design, conduct, and analysis of complex research, or responsibility for the administration and coordination of large, complex multidisciplinary, or multi-institutional research programs. Two years of approved residency in a medical specialty relevant to the class title may be substituted for one year of the required experience. At least three years of this experience must be at a level of responsibility equivalent to that of a Research

Scientist Supervisor I.

Interested individuals who meet the minimum requirements are invited to submit an examination package for one or more of the following specialties in which they are qualified.

- Chemical Sciences
- Epidemiology/Biostatistics
- Food and Drug Sciences
- Microbiological Sciences

- Physical/Engineering Sciences
- Social/Behavioral Sciences
- Veterinary Sciences.

Research Scientist Manager

The Research Scientist Manager is responsible for the supervision of Research Scientists I through V, Research Scientist Supervisors I and II, and other staff as appropriate and serves as the only managerial level of this series. Organizationally, incumbents are in the top management structure and are responsible for the management of a large group of scientific and nonscientific staff, composed of supervisors and nonsupervisors, typically totaling 15 or more professional State and/or contract employees. Programs with high visibility requiring unique scientific expertise in which the incumbent has independent science-based, decision-making responsibilities at a State and national level may manage fewer personnel. Incumbents provide management guidance and leadership in planning and directing scientific research studies or public health investigations that have advanced broad statewide and national scientific scope, complexity, and the highest sensitivity and policy impact. Under broad administrative direction, incumbents conceive, plan, organize, and direct the most difficult, advanced, complex, and highly original scientific research studies or public health investigations; provide leadership and coordinate scientific research studies and scientific investigations involving local, State, and Federal public health agencies. Incumbents make original, independent decisions on complex scientific problems using scientific theories and principles on association and risk and develop hypotheses on causes and also test these hypotheses. The work complexity at this level has special significance for the establishment of State and national public health policy and legislation. Incumbents provide advice and guidance to top management on the most critical scientific public health matters as a leading expert in the field based on professional standing; direct the analysis of all relevant, available, scientific, technical, medical, and other information from sources within and outside the organization, and direct the integration of this information into the decision-making process; direct the development of proposed scientific research studies if relevant information is not available; provide scientific technical expertise and can serve as a spokesperson for the department in a science area appropriate to their educational qualifications; consult with department management and others in areas appropriate to their qualifications and participate in the development of public health policy; provide scientific support and direction for the legal, legislative, and regulatory actions that occur in public health policy development; direct the publication of scientific research, or investigations conducted on a statewide basis; make presentations to State and national public health experts and the community; and direct the interpretation of research findings for use in public health policy development by upper management.

Minimum Requirements

Possession of a doctoral degree in the stated specialty or a closely related field or a degree of Doctor of Medicine; and one year of experience in the California state service performing duties comparable to a Research Scientist Supervisor II.

Or

Possession of a doctoral degree in the stated specialty or a closely related field or a degree of Doctor of Medicine; and two years of experience in the California state service performing duties comparable to a Research Scientist V in the stated specialty or in a closely related field. (Possession of a recognized professional Board certification in the stated specialty or possession of a master's degree in Public Health or preventive medicine may be substituted for one year of the required experience.)

Or

Possession of a doctoral degree in the stated specialty or a closely related field or a degree of Doctor of Medicine; and five years of experience in the California state service performing duties comparable to a Research Scientist IV in the stated specialty, or in a closely related field. (Possession of a recognized professional Board certification in the stated specialty or possession of a master's degree in Public Health or preventive medicine may be substituted for two years of the required experience)

Or

Possession of a doctoral degree in the stated specialty or in a closely related field, and broad and extensive research or scientific investigation experience (more than five years) in the stated specialty or in a closely related field. This experience must have included major responsibility for the design, conduct,

and analysis of a large or highly complex and difficult scientific research, and experience in the development, planning, and operation of multidisciplinary, complex, and difficult scientific research program involving coordination of several groups of disciplines, recruitment and training of personnel, budgeting and accounting of funds, and preparation of major reports and scientific publications. (Possession of a recognized professional Board certification in the stated specialty or closely related field or possession of a master's degree in Public Health or closely related field may be substituted for two years of the required experience.) At least one year of this experience must be at a level of responsibility equivalent to that of a Research Scientist Supervisor II.

Or

Possession of the degree of Doctor of Medicine, and broad and extensive scientific research experience (more than five years) in a field of medical specialization relevant to the stated specialty or in a closely related field. This experience must have included major responsibility for design, conduct, and analysis of complex scientific research, or responsibility for the administration and coordination of large, complex multidisciplinary, or multi-institutional scientific research programs. Two years of approved residency in a medical specialty relevant to the class title may be substituted for one year of the required experience. At least one year of this experience must be at a level of responsibility equivalent to that of a Research Scientist Supervisor II.

Interested individuals who meet the minimum requirements are invited to submit an examination package for one or more of the following specialties in which they are qualified.

- Chemical Sciences
- Epidemiology/Biostatistics
- Food and Drug Sciences
- Microbiological Sciences
- Physical/Engineering Sciences
- Social/Behavioral Sciences
- Veterinary Sciences.