



Research Job Summaries

Job Code	Job Title	University Job Summary
32713 32712 32711	Chief Research Officer	The Chief Research Officer (CRO) serves as an integral member of the president's cabinet and is primarily responsible for the development of the university's Research and Innovation strategy in support of university academics and VCU Health. The CRO works directly with the board, local elected officials, alumni, donors, and the community to advance the mission of the university. He or she possesses the authority to set and change the strategic goals of the assigned business and academic units and exercises considerable latitude on how results are achieved. The CRO is responsible for policy development and implementation as well as results delivered in multiple departments, with critical strategic impact to the university mission. The CRO typically reports to the university president or executive leadership.
32613 32612 32611	Deputy Chief Research Officer	Deputy Chief Research Officers provide executive leadership to the university and work directly with the Board, Governor, elected officials, alumni, donors, and the community to advance the mission of the University. They assume responsibility for several functional units with significant strategic impact, ensuring long-term goals are supported by appropriate policies and funding. Deputy Chief Research Officers serve as champions for diversity through a demonstrated commitment to equal opportunity and access and to the important role that diversity serves in institutions of higher learning. They articulate the university's vision, mission, and values to internal and external stakeholders. Actions at this level significantly impact the overall University operational performance. Under the direction of the Chief Research Officer, Deputy Chief Research Officers possess the authority to set and change the strategic goals of the business units or functional areas assigned, exercising considerable latitude on how results are achieved. Deputy Chief Research Officers typically report to the Chief Research Officer.
32516 32515 32514	Senior Research Officer	Senior Research Officers serve in a senior capacity to provide strategic leadership and management of research programs, directing and ensuring the university's compliance with international, federal, state, and university rules, regulations, and ethical principles as they relate to research protocols. Fostering an environment of administrative support and service to the research community, they are typically responsible for a several major functional units within Research and Innovation. Utilizing a comprehensive knowledge of the service or functional area, Senior Research Officers provide strategic and long-term planning, implementation, and assessment of major functional areas and ensure long-term goals are supported by the appropriate allocation of staff, space, and financial resources. They articulate the university's vision, mission, and values to internal and external stakeholders. Actions at this level have a critical impact on the university's service delivery and legal compliance. Under the direction of the Chief Research Officer, Senior Research Officers possess the authority to set and change the strategic goals of the business units or functional areas assigned, exercising considerable latitude on how results are achieved. They typically report to the executive leadership.
32513 32512 32511	Research Officer	Research Officers provide strategic leadership and management of research programs, directing and ensuring the university's compliance with international, federal, state, and university rules, regulations, and ethical principles as they relate to research protocols. Fostering an environment of administrative support and service to the research community, they are typically responsible for a several major functional units within Research and



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		<p>Innovation. They provide strategic and long-term planning, implementation, and assessment of major functional areas and ensure long-term goals are supported by the appropriate allocation of staff, space, and financial resources. They articulate the university's vision, mission, and values to internal and external stakeholders. Actions at this level have a critical impact on the university's service delivery and legal compliance. Under the direction of the Chief Research Officer, Research Officers possess the authority to set and change the strategic goals of the business units or functional areas assigned, exercising considerable latitude on how results are achieved. They typically report to the executive leadership.</p>
32416 32415 32414 32413 32412 32411	Director, Research	<p>Directors typically provide operational management for a research program within a division, center, or department with shared responsibility for planning, policy formation, and strategic implementation of programs or services. They typically ensure policy and legal compliance and manage other professional staff. Directors collaborate with internal and external constituents to achieve overall strategic goals. They have a significant impact within the department, influencing service delivery and operational goals. Under the direction of senior leadership, they exercise independent judgement for complex issues to ensure departmental objectives are met. They typically report to executive leadership.</p> <p>NOTE: The Director job is a supervisory job that is intended for positions that have three or more full-time direct reports who are typically managers of functional areas. Positions that meet the scope of the Director job that have fewer than three full-time direct reports should be placed in the Senior Administrator job.</p> <p>Senior Directors are responsible for long-range strategic planning and must possess a comprehensive knowledge of the service or functional area. They advance the service or functional area's strategic goals through innovative new programs, services, or practices. Senior Directors assume a higher level of responsibility and authority in compliance and legal matters.</p>
32336 32335 32334	Associate Director, Research	<p>Associate Directors typically serve as operational managers providing daily administration of a research program within a division, center, or department. They typically ensure policy and legal compliance, manage other professional staff, and support the implementation of strategic and operational goals established by executive and senior leadership. Associate Directors collaborate with internal and external constituents. They have a measurable impact within the department, influencing service delivery and operational goals. Under the direction of senior leadership, they exercise independent judgement for complex issues, referring more complex issues to a higher level. They typically report to executive leadership.</p> <p>NOTE: The Associate Director job is a supervisory job that is intended for positions that have three or more full-time direct reports who are typically managers of functional areas. Positions that meet the scope of the Associate Director job that have fewer than three full-time direct reports should be placed in the Senior Administrator job.</p>
32333 32332 32331	Assistant Director, Research	<p>Assistant Directors support strategic goals and the university mission by providing daily administration of a research program or administrative function. They are operational managers responsible for the supervision and development of staff or the development and implementation of services. They may be responsible for multiple components of a comprehensive or specialized program. They implement the operational goals established by executive and senior leadership. Assistant Directors typically serve as liaisons between internal departments or functional areas in order to achieve operational goals. They have a measurable impact within the department and influence service delivery and operational</p>



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		<p>goals. Under intermittent supervision, they exercise independent judgement for routine-to-moderately complex issues, referring complex issues to a higher level. They typically report to executive leadership.</p> <p>NOTE: The Assistant Director job is a supervisory job that is intended for positions that have three or more full-time direct reports who are typically managers of functional areas. Positions that meet the scope of the Assistant Director job that have fewer than three full-time direct reports should be placed in the Administrator job.</p>
32326 32325 32324 32323 32322 32321	Manager, Research	<p>Managers serve as operational managers responsible for a program's daily administration. They provide training, consultation, and leadership within a school, department, or business unit and ensure policy implementation and legal compliance. In consultation with senior leadership, they develop processes and implement new programs. They have a measurable impact within the department and influence service delivery in the school, department, or business unit. Managers work under intermittent supervision, resolving routine issues independently. They typically report to a director or senior administrator.</p> <p>NOTE: The Manager job is a supervisory job and is intended for positions that have three or more full-time direct reports. Positions that meet the scope of the Manager or Senior Manager job and have fewer than three full-time direct reports should be placed in the Administrator job.</p> <p>Senior Managers participate in long-range strategic planning, which requires a comprehensive knowledge of the service or functional area. They advance the service or functional area's strategic goals beyond daily operations through innovative new practices. Senior Managers assume a higher level of responsibility and authority in compliance and legal matters.</p>
32916 32915 32914 32913 32912 32911	Administrator, Research	<p>Administrators provide administrative management of one or more functional units, departments, auxiliary functions, or business units. They are typically responsible for overseeing and coordinating all administrative affairs, with strategic management of daily operations as a primary purpose. The role may have direct and indirect reports. Administrators typically serve as liaisons between internal departments or functional areas in order to achieve operational goals. They serve as resources to lower-level staff. Their decision-making has a significant impact on service delivery and student success. Administrators work under intermittent supervision, resolving complex issues independently and referring unprecedented issues to a higher level. They typically report to executive or senior leadership.</p> <p>NOTE: The primary purpose of the administrator job is the strategic management of daily operations and not primarily supervision, although the role may have direct and indirect reports.</p> <p>Senior Administrators serve in a senior capacity with the equivalent scope and authority of the Director role but with fewer than three functional area managers as direct reports. They are responsible for long-range strategic planning and the application of a comprehensive knowledge of the service or functional area. They advance the service or functional area's strategic goals beyond the internal scope of the department through innovative new programs, services, or practices. Senior Administrators assume a higher level of responsibility and authority in compliance and legal matters.</p>



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32316 32315 32314 32313 32312 32311	Supervisor, Labs and Research	<p>Supervisors provide oversight of the daily operations of a small-to-medium team of research staff engaged in support functions for clinical, biomedical, animal, or behavioral research studies. They may be responsible for areas such as Animal Research, Human Research, and Translational Research. Supervisors ensure that day-to-day operations align with short-term goals and objectives; may help senior leadership develop processes or implement new programs and/or services; and may serve as liaisons between internal departments or functional areas. They serve as resources to lower-level staff. Their decision-making has a measurable impact on service delivery and operational goals. Supervisors work under intermittent supervision, resolving routine-to-complex issues independently and referring more complex issues to higher level. They typically report to a manager or director or in some areas may report to an administrator.</p> <p>NOTE: The Supervisor job is intended for positions that, as a general rule, have three or more full-time direct reports. However, the nature of some job families and the intentional staffing patterns allow for supervisor positions that manage the work assignments, hiring, and discipline of more than three hourly (wage) and/or student positions. Positions that meet the scope of the Supervisor job and consistently have hourly (wage) or student direct reports may be placed in the Supervisor job, in consultation with Human Resources. Otherwise, positions that do not have three full-time direct reports and do not consistently manage three or more hourly (wage) or student direct reports should be placed in the individual contributor job that best fits the overall job content.</p> <p>Senior Supervisors participate in long-range strategic planning, which requires a comprehensive knowledge of the service or functional area. They advance the service or functional area's strategic goals beyond daily operations through innovative new practices. Senior Supervisors assume a higher level of responsibility and authority in compliance and legal matters.</p>
33256 33255 33254 33253 33252 33251	Clinical Veterinarian, Research	<p>Clinical Veterinarians provide veterinary services for the Division of Animal Research. They are typically responsible for the coordination of clinical care, surgical support, and preventative medicine programs, supporting the university mission by providing services that ensure humane and ethical animal care to all species used in biomedical research. They may work independently or as a member of a team and may collaborate across internal research departments to achieve overall strategic goals. Clinical Veterinarians, Research work under general supervision, resolving routine-to-complex issues independently and referring more complex issues to an upper-level manager. They typically report to a director or in some areas may report to a department administrator.</p> <p>Senior Clinical Veterinarians possess greater knowledge of veterinary services, distinguishing them from Veterinarians. They are further distinguished by the complexity of assigned work; an ability to identify options and develop solutions for unique or unprecedented situations; greater decision-making authority; and the judgment, resourcefulness, and ability to identify issues and/or areas that should be addressed differently. They are resources for others, participating in mentoring, coaching, and training.</p>
33246 33245 33244 33243	Scientist, Research	<p>Scientists develop, coordinate, and supervise the research and administrative activities of research studies conducted by principal investigators. They utilize scientific knowledge in a specialty area. Typical duties include but are not limited to the following: conducting various tests and experiments; developing advanced diagnostic tools or therapeutic strategies to analyze and document results; and developing and implementing scientific protocols to</p>



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33242 33241		<p>oversee activities involved in the collection, compilation, documentation, and analysis of research subject matter and data. Scientists strictly follow Good Clinical Practices (GCP) and all current laws, regulations, guidance, policies, and procedures developed by the Institutional Review Board (IRB); Code of Federal Regulations (CFR); and all federal, state, and local regulatory entities. They may work independently or as a member of a team. They work under general supervision, resolving routine-to-complex issues independently and referring more complex issues to an upper-level manager. Scientists typically report to a manager or director or may report to the principal investigator.</p> <p>Senior Scientists possess greater knowledge of the protocols, methods, and compliance issues involved in the collection, compilation, documentation, and analysis of research subject matter and data, distinguishing them from Scientists. They are further distinguished by an increased complexity of assigned tasks or projects; an ability to identify options and develop solutions for increasingly complex situations; greater decision-making authority; and the judgment, resourcefulness, and ability to identify issues and/or areas that should be addressed differently. They are resources for others, participating in mentoring, coaching, and training.</p>
33236 33235 33234 33233 33232 33231	Research Analyst	<p>Research Analysts provide analytical support for both clinical and non-clinical research staff and faculty. Typical duties include but are not limited to the analysis and reporting of research data. Research Analysts may serve as liaisons between technology services, enterprise analytics, and other research departments in support of strategic and operational goals. They may work independently or as a member of a team. They work under general supervision, resolving most standard issues independently and referring complex issues to an upper-level manager. Research Analysts typically report to a manager or director or may report to a department administrator.</p> <p>Senior Research Analysts possess greater knowledge of the research function, research data analytics, research data maintenance, and information systems/software programs, distinguishing them from Research Analysts. They have an in-depth knowledge of data quality and compliance requirements. Senior Research Analysts are responsible for increased complexity in assigned tasks or projects; have the ability to identify options and provide solutions for increasingly complex situations; exercise greater decision-making authority; and are relied upon for sound judgment and resourcefulness. They are resources for others and typically participate in mentoring, coaching, and training.</p>
34226 34225 34224 34223 34222 34221	Scientific Writer, Research	<p>Scientific Writers assist faculty and research staff in the development of scientific documents including clinical research documents (e.g., clinical protocols, informed consent forms, IND/IDE applications), grant applications (e.g., new and competing applications, annual reports), study reports (e.g., scientific manuscripts, meeting abstracts, posters, slide sets), and related documents (e.g., internal reports, standard operating procedures, working guidelines). They ensure that the documents are readable, clear, and consistent and that they conform to any applicable style and regulatory requirements as specified by the applicable agency, journal, scientific society, or meeting sponsor. Scientific Writers also manage document control and versioning among one or more authors. They work under general supervision, resolving most standard issues independently and referring complex issues to an upper-level manager. Scientific Writers typically report to a manager or director.</p> <p>Senior Scientific Writers maintain expert knowledge of current applicable regulations, guidelines, policies, instructions, etc., relating to clinical research, grants management, and</p>



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		<p>data reporting. They are further distinguished from Scientific Writers by increased complexity of assigned tasks or projects; an ability to identify options and develop solutions for increasingly complex situations; greater decision-making authority; and the judgment, resourcefulness, and ability to identify issues and/or areas that should be addressed differently. Senior Scientific Writers manage the scientific writing team and staff workload to ensure that priorities are met and that high-quality work is produced for deadlines. They are resources for others, participating in mentoring, coaching, and training.</p>
34216 34215 34214 34213 34212 34211	Research Administrator	<p>Research Administrators provide administrative and grant support to a research enterprise, contributing to multiple aspects of research projects such as infrastructure, personnel, policies, procedures, communications, information systems, budgeting, and compliance. Research Administrators also serve as the central point of contact between the university and the research sponsor, research project staff, and participants. They typically track faculty and staff training, oversee IRB and other regulatory affairs, provide relevant education and/or training, and ensure compliance with all university, state, and federal regulation while assisting the Principal Investigator (PI) in meeting budget goals and allocations. They may provide pre-award assistance to PIs and PhD students in grant production and submission as well as post-award support, recordkeeping, and reporting while adhering to university and sponsor requirements. Research Administrators typically report to a manager, director, or PI.</p> <p>Senior Research Administrators possess greater knowledge of the administrative duties related to lab and research studies and associated recordkeeping compliance, distinguishing them from Research Administrators. They are further distinguished by the complexity of assigned work; an ability to identify options and develop solutions for unique or unprecedented situations; greater decision-making authority; and the judgment, resourcefulness, and ability to identify issues and/or areas that should be addressed differently. They are resources for others, participating in mentoring, coaching, and training.</p>
34126 34125 34124	Associate Research Administrator	<p>Associate Research Administrators are distinguished from Assistant Research Administrators by their level of experience and ability to provide research administration support for large-scale research studies, highly complex research studies, and/or research studies requiring an in-depth knowledge of research administration support services. Associate Research Administrators are typically assigned to projects or studies that require a strong working knowledge of and experience in research compliance, pre- and post-award administration, participant recruitment and selection, and data maintenance and analytics. They work under limited supervision, resolving moderately complex issues independently and referring more complex issues to an upper-level manager. Associate Research Administrators typically report to a manager or director or may report to a department administrator.</p>
34123 34122 34121	Assistant Research Administrator	<p>Assistant Research Administrators perform a variety of research administration support duties involved in the collection, compilation, documentation, and analysis of research data within a specialty area. They may work independently or as a member of a team. Under supervisory oversight and/or with appropriate authorization, responsibilities may include assisting with grant or sponsorship agreement management, fiscal budgeting, staff recruitment, and salary administration. They typically maintain systems for electronic files, budgeting spreadsheets, and complex databases. ARAs may also oversee office and laboratory equipment maintenance, service contracts, supply requisitions, and travel arrangements. Additional duties may include support of the PI through correspondence and calendar maintenance. They work under general supervision, resolving some standard issues independently and referring more complex issues to an upper-level manager.</p>



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		Assistant Research Administrators typically report to a manager or director or may report to a department administrator.
34116 34115 34114 34113 34112 34111	Clinical Research Coordinator	<p>Clinical Research Coordinators support the implementation of a broad and complex array of clinical research activities and studies. They are responsible for operational oversight and research-specific administration and compliance of clinical research activities. Clinical Research Coordinators typically assist the principal investigator (PI) in determining participation eligibility and establishing guidelines for clinical data collection; serve as patient/participant recruiters; and perform a variety of complex activities involved in the collection, compilation, documentation, and analysis of clinical research data. They may work independently or as a member of a team. They work under general supervision, resolving most standard issues independently and referring complex issues to an upper-level manager or the PI, as appropriate. Clinical Research Coordinators typically report to a manager or director or may report to an administrator or PI.</p> <p>Senior Clinical Research Coordinators possess greater knowledge of the administrative duties related to lab and research studies and associated recordkeeping compliance, distinguishing them from Clinical Research Coordinators. They are further distinguished by the complexity of assigned work; an ability to identify options and develop solutions for unique or unprecedented situations; greater decision-making authority; and the judgment, resourcefulness, and ability to identify issues and/or areas that should be addressed differently. They are resources for others, participating in mentoring, coaching, and training.</p>
34066 34065 34064 34063 34062 34061	Research Coordinator	<p>Research Coordinators generally perform administrative duties that are essential to the successful management of research conducted by principal investigator(s) at the university. Typical duties may include scheduling and monitoring research activities; conducting patient interviews, administering tests, and recording observations; coordinating the management, storage, and reporting of study data; monitoring data to maintain quality control; purchasing supplies and tracking expenditures; summarizing study results; preparing reports; and scheduling and booking facilities. They may work independently or as a member of a team. They work under general supervision, resolving most standard issues independently and referring complex issues to an upper-level manager. Coordinators typically report to a manager or director or may report to a department administrator.</p> <p>Senior Research Coordinators possess a greater knowledge of the administrative duties related to lab and research studies and associated recordkeeping compliance, distinguishing them from Lab and Research Coordinators. They are further distinguished by the complexity of assigned work; an ability to identify options and develop solutions for unique or unprecedented situations; greater decision-making authority; and the judgment, resourcefulness, and ability to identify issues and/or areas that should be addressed differently. They are resources for others, participating in mentoring, coaching, and training.</p>
34076 34075 34074 34073 34072 34071	Veterinary Technician, Research	<p>Veterinary Technicians perform a variety of technical and administrative responsibilities in support of the Division of Animal Research. Their typical duties include but are not limited to the following: consulting research staff and Veterinarians to provide veterinary assistance; conducting medical tests, performing routine lab work, and obtaining diagnostic samples; stocking equipment and controlled substances; ensuring surgery and procedural areas are clean and sanitized; and maintaining required records of animal treatments, medications, physiological parameters, illnesses, and diagnostic procedures in accordance with university policy and federal regulations. They do not supervise staff but may assist in the training of animal care and research staff. They may work independently or as a member of a team.</p>



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		<p>They work under general supervision, resolving most standard issues independently and referring complex issues to an upper-level manager. Veterinary Technicians typically report to Veterinarians or may report to a department administrator.</p> <p>Senior Veterinary Technicians possess greater knowledge of the technical and administrative duties associated with animal care and research, distinguishing them from Veterinary Technicians. They are further distinguished by the complexity of assigned work; an ability to identify options and develop solutions for unique or unprecedented situations; greater decision-making authority; and the judgment, resourcefulness, and ability to identify issues and/or areas that should be addressed differently. They are resources for others, participating in mentoring, coaching, and training.</p>
34056 34055 34054 34053 34052 34051	Labs and Research Technician	<p>Labs and Research Technicians perform a variety of routine, technical, and administrative responsibilities in support of research at the university. They perform duties such as the following: collecting specimens, preparing materials, operating and maintaining equipment, ordering lab supplies, and maintaining inventory. They also assist with data analysis and report writing. They may work independently or as a member of a team. They work under general supervision, resolving most standard issues independently and referring complex issues to an upper-level manager. Technicians typically report to a manager or director or may report to a department administrator.</p> <p>Senior Lab and Research Technicians possess a greater knowledge of proper lab and research techniques and protocols, distinguishing them from Lab and Research Technicians. They are further distinguished by the complexity of assigned work; an ability to identify options and develop solutions for unique or unprecedented situations; greater decision-making authority; and the judgment, resourcefulness, and ability to identify issues and/or areas that should be addressed differently. They are resources for others, participating in mentoring, coaching, and training.</p>
34046 34045 34044 34043 34042 34041	Labs and Research Assistant	<p>Lab and Research Assistants perform a variety of routine, non-technical duties in assisting technical and professional personnel in clinical and research laboratories. Typical duties include performing general lab maintenance by obtaining, cleaning, and sterilizing instruments, glassware, and equipment; wrapping, labeling, and preparing specimens; and setting up and monitoring equipment. They may be responsible for checking stock, ordering supplies, and keeping records. Assistants may also contact and coordinate schedules with study subjects, handle basic information intake, record and track results, and provide logistical support by helping prepare space, materials, and equipment. They may work independently or as a member of a team. They work under general supervision, resolving most standard issues independently and referring complex issues to an upper-level manager. Assistants typically report to a manager or director or may report to a department administrator. Senior Lab and Research Assistants are distinguished from Lab and Research Assistants by a greater knowledge of proper lab and research protocols as well as associated record-keeping compliance.</p> <p>Senior Lab and Research Assistants are assigned more complex duties due to increased knowledge in the area of specialty. They demonstrate the ability to identify options and develop solutions for less routine situations and rely more often on their judgment, resourcefulness, and ability to identify issues and/or areas that should be addressed differently. They often take on lead duties to assist in the training and coaching of less experienced assistants.</p>



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34036 34035 34034 34033 34032 34031	Vivarium Manager	<p>Vivarium Managers provide daily operations oversight to a research animal housing facility. They typically are responsible for directing the activities of the animal care unit. Typical duties include the following: ensuring animals are cared for and maintained in accordance with applicable regulatory guidelines, ensuring maintenance of and adherence to standard operating procedures and protocols, directing daily activities of animal care technicians, and ensuring all husbandry tasks are completed correctly and in a timely fashion. Vivarium Managers supervise and evaluate staff and provide appropriate technical training on proper receiving, feeding, watering, sanitization, cleaning, handling, restraint, and health surveillance. They may work independently or as a member of a team. They work under intermittent supervision, and the quality of their decision-making has a measureable impact on animal health and operational research goals. Vivarium Managers typically report to a director or manager.</p> <p>Senior Vivarium Managers possess greater knowledge of the animal husbandry profession and the industry standards for lab and research techniques and protocols, distinguishing them from Vivarium Managers. They are further distinguished by the complexity of assigned work; an ability to identify options and develop solutions for unique or unprecedented situations; greater decision-making authority; and the judgment, resourcefulness, and ability to identify issues and/or areas that should be addressed differently. They are resources for others, participating in mentoring, coaching, and training.</p>
34026 34025 34024 34023 34022 34021	Animal Care Technician	<p>Animal Care Technicians provide oversight of daily husbandry services to research animals within the animal care facility. Utilizing appropriate procedures and reporting requirements, they conduct observations and report animal health and cage elements for research animals housed within the vivaria. They monitor environmental room conditions such as temperature, humidity, lighting levels, and air flow. Animal Care Technicians also perform husbandry duties such as feeding, watering, sanitizing, cleaning, handling, restraining, and health monitoring. They may work independently or as a member of a team. They work under general supervision, and the quality of their care has a measureable impact on compliance goals as well as the health and well-being of research animals. Animal Care Technicians typically report to a supervisor or manager.</p> <p>Senior Animal Care Technicians possess greater knowledge of the animal husbandry field, distinguishing them from Animal Care Technicians. They are further distinguished by the complexity of assigned work; an ability to identify options and develop solutions for unique or unprecedented situations; greater decision-making authority; and the judgment, resourcefulness, and ability to identify issues and/or areas that should be addressed differently. They are resources for others, participating in mentoring, coaching, and training.</p>
34016 34015 34014 34013 34012 34011	Animal Care Assistant	<p>Animal Care Assistants provide daily animal care services to research animals within the animal care facility. They typically are responsible for all assigned husbandry duties such as feeding, watering, sanitizing, cleaning, handling, restraining, and health monitoring. They are also typically assigned to clean, change, and disinfect cages, pens, and yards; sanitize animal rooms, hallways, and ancillary equipment; and sterilize medical and lab tools and equipment. They may work independently or as a member of a team. They work under direct supervision and the quality of their care has a measureable impact on compliance goals as well as the health and well-being of research animals. Animal Care Assistants typically report to a supervisor or manager.</p> <p>Senior Animal Care Assistants possess greater knowledge of the animal husbandry field,</p>



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		distinguishing them from Animal Care Assistants. They are further distinguished by the complexity of assigned work; an ability to identify options and develop solutions for unique or unprecedented situations; greater decision-making authority; and the judgment, resourcefulness, and ability to identify issues and/or areas that should be addressed differently. They are resources for others, participating in mentoring, coaching, and training.