

BOTANICAL RESEARCH INSTITUTE OF TEXAS

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Position Description

TITLE: Research Scientist (with current emphasis on grasslands)

GENERAL SUMMARY:

Grasslands are critically important for global survival. They serve as sources, sites, and reservoirs of agriculture, as carbon sinks, and major contributors to biosphere ecosystems, and are the largest component of Texas biodiversity. A grasslands research scientist is needed who is highly collaborative, creative, and entrepreneurial is needed to lead research that will primarily be based within Texas resulting in globally applicable results.

PRINCIPAL EXPECTATIONS AND RESPONSIBILITIES:

- Lead/collaborate in botanical research on grasslands. Work will be expected to have local applications in Texas but also have globally applicable interpretations.
- Generate entrepreneurial/competitive grant proposals to support on-going research activities.
- Promote an ethical, safe working environment with a sense of open community that is welcoming to diversity of ideas and people.
- Encourage interactive participation of other BRIT researchers and research associates within on-going research activities.
- Participate in professional associations, including attending meetings, symposia, workshops, etc. in order to present papers or posters about ongoing research through BRIT.
- Participate in periodic summative evaluations of work progress. Develop a proactive, formative, and critical evaluation process for BRIT grasslands research efforts.
- Collaborate in BRIT educational and development activities.
- Perform such other duties as requested by the Director of Research in order to facilitate the long-term research mission of BRIT.

KNOWLEDGE:

- Ecology and/or conservation biology. Ecological field research methods for collection and analysis of biological and non-biological data.
- Modern concepts of plant families and plant systematics. Botanical field research methods for collection of plants for herbaria as evidence of research activities.
- Research design and statistical analysis of quantitative field research results.

SKILLS:

- Success:
 - conducting botanical-based grasslands research.
 - writing research grant proposals.
 - publishing manuscripts in peer-reviewed scientific journals.
- Leadership
- Collaboration

ABILITIES:

- Organization of field research projects and coordination with institutional staff at BRIT and other institutions, governments, organizations, etc.
- Willingness to take leadership initiative when it is needed in difficult situations.

- Willingness to perform duties to the best of abilities, even under extreme environmental conditions and time pressure.
- Ability to resolve conflicts in difficult situations by searching for creative solutions.

PHYSICAL CHARACTERISTICS:

- Must be able to pick up 50 pounds and hike for ten miles over uneven terrain.
- Must be able to sleep in camping conditions (outdoors/tents) in a variety of climates.
- Must be able to travel by air to any place on the earth.
- Must be able to swim for at least 30 yards unassisted by a flotation device.

MINIMUM QUALIFICATIONS:

- PhD degree in Botany, Biology, Agriculture, or similar area of emphasis.
- Formal training in advanced level botanical systematics.
- Experience generating peer-reviewed research publications on grasslands.
- Experience acquiring competitive research grants and leading research teams.

DESIRABLE QUALIFICATIONS:

- Familiarity with the flora of Texas.
- Research experience in the North American Great Plains or associated biomes.
- Participation in on-going grasslands ecology networks.
- Bioinformatics data analysis and application.

ACCOUNTABILITY:

- Director of Research

DUTIES:

80% Research: Plan for, conduct, and write about botanical research.

5% Training: Develop and practice skills that will continue to advance research. Develop and implement training on research methods for BRIT staff and volunteers.

5% Administration: Participate in BRIT research and administrative meetings.

5% Education: Participate in BRIT educational activities including public research presentations.

5% Development: Participate in BRIT development activities including written interpretation of research.