

SCIENTIST

Note: This matrix was developed from the text of Policy 2-2-1, effective 8/95. It is intended as a tool for Human Resources and is not an official matrix.

ELEMENT	SCIENTIST I	SCIENTIST II	SCIENTIST III	SENIOR SCIENTIST
<p>Terms of Appointment</p> <p>Skills/ Requirements</p>	<p>Nonrenewable term of not more than three years. At the end of three years the incumbent faces an "up or out" decision.</p> <p>Appointment is made by the NCAR Division Director in accordance with divisional plans and goals and in compliance with relevant UCAR policies.</p>	<p>Term appointment normally of not more than four years. In certain cases, a single extension of three years may be approved. At the end of the final term, the incumbent faces an "up or out" decision.</p> <p>Appointment is made by the NCAR Division Director in accordance with divisional plans and goals and in compliance with relevant UCAR policies.</p>	<p>Appointment without term.</p> <p>The appointment is based upon demonstrated evidence, nationally recognized in the relevant community, of high scientific competence and productivity, as well as on skills for managing scientific research programs and service activities when required by the position.</p> <p>The excellence of the candidate's scientific contribution in areas of NCAR's interests is the fundamental criterion for appointment to Scientist III. The appointment is also based on an evaluation of the candidate in terms of the knowledge and skills required to discharge all the specific activities, tasks, and responsibilities expected of the appointee by the NCAR scientific division/program.</p>	<p>Appointment without term.</p> <p>In addition to the requirements at the Scientist III level, Senior Scientist will have achieved an international reputation for scientific accomplishment and leadership through recognized and influential scientific publications, participation in national and international programs, and service to the scientific community. In addition, the candidate must be judged to possess the breadth, flexibility, and judgment needed to sustain a role in the long-term scientific and technical leadership of NCAR.</p>
<p>Focus of Job</p>	<p>Intended for a Ph.D. or equivalent at an early stage of a</p>	<p>Conducts and supports research on scientific or technical leadership. These tasks and</p>	<p>Duties and responsibilities may vary widely, but always include, in substantial proportion,</p>	<p>Performs all tasks and duties described under Scientist III with greater emphasis on leadership</p>

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	<p>scientific career.</p> <p>Carries out research in a field of importance to NCAR under the guidance of a higher-level scientist and/or to apply his/her skills and knowledge to the achievement of the specific goals of a research or development project.</p>	<p>responsibilities may vary widely but include, as an essential element, collaborative or individual research contributions to recognized refereed journals and other appropriate literature, and all or some of the following:</p> <p>1) use of scientific and leadership skills to develop and coordinate multi-participant research programs; 2) development of instruments or large computer models where the appointee is to participate as part of the team exploring the instrument or model for scientific research; and 3) collaboration with scientific users of UCAR facilities.</p>	<p>collaborative or individual research contributions to refereed journals and other appropriate literature and, in addition, all or some of the following: 1) active participation at scientific meetings; 2) a growing scientific leadership role in internal NCAR programs and national scientific programs; 3) participation in national advisory committees or in the activities of professional societies; 4) development of instruments or large computer models where the appointee is to participate in the exploitation of the instrument or model for scientific research; 5) leadership or participation in providing scientific services for users of UCAR facilities; and 6) contributions to educational programs.</p>	<p>and participation in programs of national or international significance. The shape and direction of NCAR programs are influenced by the judgment of NCAR Senior Scientists on the importance, relevance, and tractability of scientific problems, on research strategy and development, and on development of facilities, models, and services for the scientific community.</p>
Direction Received	Under the guidance of a higher-level scientist.	Under the general guidance of NCAR scientific or technical leadership.	Under the general direction and/or coordination of an NCAR Division Director, or a section, program, or project leader or facility manager.	
Education	Ph.D. or equivalent.			

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