

**MICHIGAN CIVIL SERVICE COMMISSION  
JOB SPECIFICATION**

**RESEARCH BIOLOGIST**

**JOB DESCRIPTION**

Employees in this job complete and oversee a variety of professional fisheries or wildlife research assignments involving systematic observation and experimentation to search for new knowledge.

There are four classifications in this job.

**Position Code Title – Research Biologist-E**

Research Biologist 9

This is the entry level. As a trainee, the employee carries out a range of professional research biologist assignments while learning the methods of the work.

Research Biologist 10

This is the intermediate level. The employee carries out an expanding range of professional research biologist assignments in a developing capacity.

Research Biologist P11

This is the experienced level. The employee performs a full range of professional research biologist assignments in a full-functioning capacity. Considerable independent judgement is required to carry out assignments that have significant impact on services or programs. Guidelines may be available, but require adaptation or interpretation to determine appropriate courses of action.

**Position Code Title – Research Biologist-A**

Research Biologist 12

This is the advanced level. The employee may function as a lead worker or senior worker. At this level, employees are responsible for overseeing the work assignments of other professionals or have regular assignments which have been recognized by Civil Service as having significantly greater complexity than those assigned at the experienced level.

**NOTE:** Employees generally progress through this series to the experienced level based on satisfactory performance and possession of the required experience.

**JOB DUTIES**

**NOTE:** The job duties listed are typical examples of the work performed by positions in this job classification. Not all duties assigned to every

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position are included, nor is it expected that all positions will be assigned every duty.

Conducts original research on assigned problems in either fisheries biology or wildlife management to acquire information on various aspects of a species' biology, habitat, and behavior.

Plans and organizes individual research projects, conducts literature searches, and carries out field and laboratory studies.

Develops and tests new scientific methods in fisheries or wildlife management.

May specialize in particular species or sampling methodologies.

Records and interprets findings of fisheries or wildlife research in technical reports and professional publications.

Analyzes data with computers using statistical and other scientific techniques.

Writes technical reports and makes recommendations based on conclusions reached from findings.

Advises and consults with other fisheries or wildlife biologists.

Trains students, volunteers and other support staff to assist in research projects, including the collection and computer input of data.

Represents the department at public meetings, conferences, conventions, and conservation clubs.

Interprets scientific findings to the public.

Maintains records and conducts correspondence related to the work.

Performs related work as assigned.

### **Additional Job Duties**

#### **Research Biologist 12 (Lead Worker)**

Oversees the work of professional staff by making and reviewing work assignments, establishing priorities, coordinating activities, and resolving related work problems.

#### **Research Biologist 12 (Senior Worker)**

Performs on a regular basis professional assignments which are recognized by Civil Service as more complex than those assigned at the experienced level.

**JOB QUALIFICATIONS**

**Knowledge, Skills, and Abilities**

**NOTE:** Some knowledge in the area listed is required at the entry level, developing knowledge is required at the intermediate level, considerable knowledge is required at the experienced level, and thorough knowledge is required at the advanced level.

Knowledge of the principles and practices of fisheries biology or wildlife management.

Knowledge of research methodology.

Knowledge of statistical theories and techniques.

Knowledge of Michigan's fish or wildlife resources.

Knowledge of effective methods of presenting scientific data and reports.

Knowledge of sources of literature and current developments in fisheries or wildlife research.

Knowledge of equipment used in biological research.

Knowledge of the use of computers in the storage, retrieval and analysis of data.

Ability to plan and coordinate work projects.

Ability to apply results of research projects.

Ability to use statistical methods and procedures.

Ability to analyze and interpret research findings.

Ability to use computers to analyze and present research findings.

Ability to present findings in written or graphic form.

Ability to maintain records, and prepare reports and correspondence related to the work.

Ability to communicate effectively with others.

Ability to maintain favorable public relations.

**Additional Knowledge, Skills, and Abilities**

Research Biologist 12 (Lead Worker)

Ability to organize and coordinate the work of others.

Ability to set priorities and assign work to other professionals.

**Working Conditions**

Some jobs require an employee to work outdoors in a variety of weather conditions at state owned wildlife areas, or on any of the state's waters.

**Physical Requirements**

The job duties require long periods of standing and walking and some carrying of equipment and supplies in the field.

**Education**

Possession of a thesis-based master's degree in wildlife management, wildlife biology, fisheries management, fisheries biology, or a related biological science with a research emphasis, including 8 semester (12 term) credits of upper-undergraduate or graduate-level courses which must include a course in experimental design and other courses in quantitative methods such as advanced calculus, computer science, statistics, or mathematical modeling.

**Experience**

Research Biologist 9

No specific type or amount is required.

Research Biologist 10

One year of professional experience in the area of fisheries or wildlife research equivalent to a Research Biologist 9.

Research Biologist P11

Two years of professional experience in the area of fisheries or wildlife research equivalent to a Research Biologist, including one year equivalent to a Research Biologist 10.

Research Biologist 12

Three years of professional experience in the area of fisheries or wildlife research equivalent to a Research Biologist, including one year equivalent to a Research Biologist P11.

**Special Requirements, Licenses, and Certifications**

None.

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**NOTE:** Equivalent combinations of education and experience that provide the required knowledge, skills, and abilities will be evaluated on an individual basis.

**JOB CODE, POSITION TITLES AND CODES, AND COMPENSATION INFORMATION**

**Job Code**  
RESBIOGST

**Job Code Description**  
Research Biologist

**Position Title**  
Research Biologist-E  
Research Biologist-A

**Position Code**  
RESHGSTE  
RESHGSTA

**Pay Schedule**  
H21-001  
H21-009

ECP Group 2  
Revised 6/1/06  
TeamLeaders