

<b>Job Title</b>	<b>Pay Grade</b>	<b>Salary Range (as of September 2019)*</b>	<b>Eligible for Overtime Pay?</b>	<b>Minimum Requirements**</b>	<b>Job Considerations</b>
Research Aide	31	\$25,056 to \$31,090	Yes	<ul style="list-style-type: none"> <li>• One year of laboratory/research, field research, technical maintenance or archaeological experience; OR,</li> <li>• Any equivalent combination of experience, training and/or education.</li> </ul>	This is an entry-level position.
Research Assistant	32	\$26,851 to \$33,106	Yes	<ul style="list-style-type: none"> <li>• Three years related laboratory or field research experience; OR,</li> <li>• Any equivalent combination of experience, training and/or education.</li> </ul>	This position requires experience but not a degree.
Research Technician	41	\$30,444 to \$38,443	Yes	<ul style="list-style-type: none"> <li>• Bachelor's degree in a field appropriate to the area of assignment; OR,</li> <li>• Four years research or archaeological experience appropriate to the area of assignment; OR,</li> <li>• Any equivalent combination of experience, training and/or education.</li> </ul>	This position requires a Bachelor's degree OR experience.
Research Specialist	42	\$32,826 to \$41,668	No	<ul style="list-style-type: none"> <li>• Bachelor's degree in a field appropriate to the area of assignment AND two years related research or archaeological experience; OR,</li> <li>• Six years research or archaeological experience appropriate to the area of assignment; OR,</li> <li>• Any equivalent combination of experience, training and/or education.</li> </ul>	This position requires a Bachelor's degree AND experience.
Research Specialist, Sr.	52	\$40,480 to \$52,719	No	<ul style="list-style-type: none"> <li>• Master's degree in a field appropriate to the area of assignment AND three years related research experience; OR,</li> </ul>	This position requires a Master's degree AND some experience OR a Bachelor's degree AND

				<ul style="list-style-type: none"> <li>• Bachelor's degree in a field appropriate to the area of assignment AND four years related research experience; OR,</li> <li>• Any equivalent combination of experience, training and/or education.</li> </ul>	an additional year of experience.
Research Associate	Service Professional	\$55,000 to \$79,019 †	No	<ul style="list-style-type: none"> <li>• Typically requires a master's degree in area of assignment. In some cases a Ph.D. may be required. Required experience can range from 4-6 years, depending on education required and the individual position.</li> </ul>	This position differs from classified staff research positions in that typically greater education and experience is required. Projects tend to be more complex and wider in scope.
Research Associate, Sr.	Service Professional	\$61,800 to \$87,523 †	No	<ul style="list-style-type: none"> <li>• Typically requires a master's degree in area of assignment. In some cases a Ph.D. may be required. Required experience can range from 4-6 years, depending on education required and the individual position.</li> </ul>	This position differs from Research Associate positions in that typically the applicant works with a higher level of autonomy on research projects.

\*Always check with the HR website or the CEFNS Administrative Director for the most up-to-date salary information.

\*\*Always check with the HR website or the CEFNS Administrative Director for the most up-to-date minimum requirements for your job postings.

† Subject to equity/parity in the department/college.