

Hy-Line International

JOB TITLE: Research Laboratory Technician LOCATION: Hy-Line International

INCUMBENT: Multiple DEPT: Research & Development

REPORTS TO: Laboratory Technician Manager / STATUS: Exempt

Senior Research Scientist

Created: July 2024 Revision Date(s):

**Statement of Purpose:** We are seeking a detail-oriented Research Laboratory Technician to join our dynamic team. As a Research Laboratory Technician, you will be responsible for performing various technical and/or manual tasks to support genetic research and testing processes. This role requires a basic foundation in molecular biology techniques, exceptional organizational skills, flexibility, and the ability to work effectively in a team-oriented environment.

KEY JOB FUNCTIONS AND RESPONSIBILITIES

* Perform DNA and RNA extraction, purification, and quantification using established protocols.
* Works on repetitive tasks within the lab (i.e., filling tubes, making labels, scanning in blood/tissue samples).
* Assist in the preparation of samples for various genetic analyses, including PCR, sequencing, and genotyping.
* Operate and maintain laboratory equipment such as micropipettes, PCR machines, centrifuges, and spectrophotometers.
* Follow standard operating procedures (SOPs) and ensure compliance with laboratory safety guidelines.
* Maintain accurate documentation and records of experimental procedures, samples, results, and observations in a timely manner.
* Assist in the development and validation of new laboratory procedures and assays.
* Maintain inventory of reagents and consumables, and submit orders as needed.
* Works on miscellaneous lab support (i.e., dishwashing, autoclaving, defrosting freezers, replenish supplies, shipping, solution preparation).
* Other duties as assigned.

QUALIFICATIONS

* Two-year college degree with courses in Molecular biology, Genetics, Biotechnology or equivalent specialized training beyond high school or related experience
* Good knowledge of Windows and Excel program
* 1-2 years related experience preferred required.
* Previous experience working in a laboratory setting, preferably in a genetics or molecular biology laboratory.
* Proficiency in basic molecular biology techniques such as PCR, gel electrophoresis, and DNA quantification methods.
* Familiarity with laboratory equipment and instrumentation used in genetic analysis.
* Strong attention to detail and the ability to follow protocols precisely.
* Excellent organizational, communication, and interpersonal skills.
* Ability to work independently as well as part of a team in a fast-paced environment.
* Commitment to maintaining high standards of laboratory safety and quality control.
* Applicant must have a passport, or willing to get a passport, for international travel.

PREFERRED QUALIFICATIONS

* Bachelor’s degree in Molecular Biology, Genetics, Animal Science, or a related discipline.
* Experience with next-generation sequencing (NGS) technologies and data analysis.
* Experience in assay development and validation.

**WORKING CONDITIONS**

* This position typically works in a laboratory environment where biological samples and chemicals are handled.
* Projects as assigned may require direct handling of birds and involve avian blood and/or tissue collection.
* May require occasional lifting of objects up to 50 pounds.
* Flexible work hours may be required based on experimental needs.
* This position may require at least one international trip per calendar year, pending business needs.

Description of Physical and Mental Demands

|  |  |
| --- | --- |
| Position: Research Laboratory Technician | Department: Research & Development |
| Developed by: HR | Date Created/Revised: July 2021 |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Physical Demands  On the job time is spent in the following physical activities. The amount of time spent for each physical activity is indicated below | | | | | |
|  | None | Up to 10% | Up to 30% | 30% -60% | More than 60% |
| Standing |  |  | \* |  |  |
| Walking |  |  | \* |  |  |
| Sitting |  |  |  | \* |  |
| Talking and/or Hearing |  |  |  | \* |  |
| Using hands to handle, feel |  |  |  | \* |  |
| Kneeling | \* |  |  |  |  |
| Squatting | \* |  |  |  |  |
| Crouching | \* |  |  |  |  |
| Crawling | \* |  |  |  |  |
| Reaching overhead |  | \* |  |  |  |
| Reaching forward |  | \* |  |  |  |
| Tasting or Smelling | \* |  |  |  |  |
| Climbing Stairs | \* |  |  |  |  |
| Rotating Trunk |  | \* |  |  |  |
| Flexing Trunk | \* |  |  |  |  |
| This position requires that weight be lifted: | | | | | |
|  | None | Up to 10% | Up to 30% | 30% -60% | More than 60% |
| Up to 10 pounds |  |  |  | \* |  |
| Up to 25 pounds |  | \* |  |  |  |
| Up to 40 pounds |  | \* |  |  |  |
| Up to 50 pounds |  | \* |  |  |  |
| Up to 75 pounds | \* |  |  |  |  |
| Up to 100 pounds | \* |  |  |  |  |
| More than 100 pounds | \* |  |  |  |  |
| FH = Floor to Waist, H = Horizontally, O = Overhead, WA = With Assistance | | | | | |
| This position requires that force be exerted by pushing/pulling: | | | | | |
|  | None | Up to 10% | Up to 30% | 30% -60% | More than 60% |
| Up to 10 pounds |  |  | \* |  |  |
| Up to 25 pounds | \* |  |  |  |  |
| Up to 50 pounds | \* |  |  |  |  |
| Up to 100 pounds | \* |  |  |  |  |
| More than 100 pounds | \* |  |  |  |  |
| WA = With Assistance | | | | | |

The typical noise level is: Hearing Requirements:

Very Quiet  Ability to hear equipment alarms

Quiet  Ability to hear person call

Moderate Noise  Ability to hear instructions from

Loud Noise employees or leaders

Very Loud Noise

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Repetitive Motion  On the job time requires the following hours of repetitive activities: | | | | | |
|  | 0 | 1 – 2 | 3 – 4 | 5 – 6 | 7 + |
| Repetitive use of foot control | \* |  |  |  |  |
| Repetitive use of hands |  |  |  | B |  |
| Grasping: simple/light |  |  |  | B |  |
| Grasping: firm/heavy | \* |  |  |  |  |
| Fine dexterity |  |  |  | B |  |
| R = Right, L = Left, B = Both | | | | | |
|  | | | | | |
| Work Environment Conditions  This job requires exposure to the following environmental conditions. The amount of time spent in these conditions is indicated: | | | | | |
|  | None | Up to 5% | Up to 30% | 30% -60% | More than 60% |
| Wet, humid (non-weather) |  |  | \* |  |  |
| Near moving mechanical parts |  |  | \* |  |  |
| Fumes or airborne particles | \* |  |  |  |  |
| Toxic or caustic chemicals | \* |  |  |  |  |
| Outdoor weather conditions | \* |  |  |  |  |
| Extreme cold (non-weather) | \* |  |  |  |  |
| Extreme heat (non-weather) | \* |  |  |  |  |
| Risk of electrical shock | \* |  |  |  |  |

VISION REQUIREMENTS:

Close vision (clear vision at 20 inches or less)

Distance vision (clear vision at 20 ft or more)

Peripheral vision (ability to observe an area that can be seen up and down or to the left and right while eyes are fixed on a given point

Depth perception (3-dimensional vision, ability to judge distance and spatial relationships

Ability to adjust focus (ability to adjust the eye to bring an object into sharp focus)

No special vision requirements

OTHER PHYSICAL/MENTAL DEMANDS:

Travel is required:

less than 50% of the time

50% of the time

More than 50% of the time

High volume workload

Mentally stressful conditions

25% or less of the time

25-50% of the time

More than 50% of the time

Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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Reasonable accommodations will be considered to enable individuals to perform the essential functions of the position.

I have received a copy of my position description, the responsibilities and requirements of the role and the physical/mental demands of the position. I acknowledge that I am able to perform all of the duties stated with or without reasonable accommodation. Further, I understand I am responsible for notifying my employer if any reasonable accommodations are required for me to perform my duties and responsibilities as outlined.

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Employee Signature Date Signed