

Job Evaluation Rating Document

<p>CUPE, SEIU, SGEU, SAHO</p> 	<p>Job Title <u>Research Assistant</u></p> <p>Date <u>October 2000</u></p> <p>Revised Date <u>2004</u></p> <p>Revised Date <u>December 12, 2018</u></p>	<p>Code</p> <hr/> <p>172</p>
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<p>Decision Making</p> <p>Follows clearly prescribed practices when performing research for various programs and projects. Problems in scoring tests are easily identified and readily corrected.</p>	<p>Degree</p> <hr/> <p>2.0</p>
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<p>Education</p> <p>Grade 12. Baccalaureate degree in a health-related science.</p>	<p>Degree</p> <hr/> <p>6.0</p>
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<p>Experience</p> <p>Twelve (12) months previous experience performing research. Twelve (12) months on the job to enhance research skills, develop a knowledge of relevant computer programs and become familiar with department policies and procedures.</p>	<p>Degree</p> <hr/> <p>5.0</p>
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<p>Independent Judgement</p> <p>Performs literature reviews and scoring assessments according to standard practice or established procedures. Minor operating problems such as recruitment of clients/patients/residents are resolved with limited analysis. Seeks direction from the supervisor when research data is not within parameter of expected results.</p>	<p>Degree</p> <hr/> <p>3.0</p>
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<p>Working Relationships</p> <p>Required to present and discuss ideas with supervisors regarding research projects and test results. Has regular contact with the general public requiring tact and discretion.</p>	<p>Degree</p> <hr/> <p>2.5</p>
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<p>Impact of Action</p> <p>Inadequate research analysis could result in program changes affecting operations, which may require the work of others to trace or make corrections.</p>	<p>Degree</p> <p>2.0</p>
<p>Leadership and/or Supervision</p> <p>May show others how to perform tasks or duties by familiarizing new employees with the work area and processes. Provides functional guidance to operating personnel regarding research projects.</p>	<p>Degree</p> <p>1.5</p>
<p>Physical Demands</p> <p>Regular physical effort keyboarding and scoring assessments.</p>	<p>Degree</p> <p>2.0</p>
<p>Sensory Demands</p> <p>Regular sensory effort reading and observing/conversing with clients/patients/residents with periods of intense concentration used in analysis of the research and preparation of reports.</p>	<p>Degree</p> <p>2.5</p>
<p>Environment</p> <p>Occasional exposure to minor conditions such as multiple deadlines, interruptions and some travel.</p>	<p>Degree</p> <p>2.0</p>