


Job Evaluation Rating Document

<p>CUPE, SEIU, SGEU, SAHO</p> 	<p>Job Title <u>Research Officer</u></p> <p>Date <u>November 2008</u></p> <p>Revised Date <u>December 12, 2018</u></p> <p>Revised Date _____</p>	<p>Code</p> <p><u>401</u></p>
--	--	--------------------------------------

<p>Decision Making</p> <p>Performs research work in accordance with generally accepted practices. Develops short-term plans when applying design methodologies to research projects.</p>	<p>Degree</p> <p><u>3.5</u></p>
---	--

<p>Education</p> <p>Masters degree with advanced Statistics and Research-Methods training.</p>	<p>Degree</p> <p><u>7.0</u></p>
---	--

<p>Experience</p> <p>Twelve (12) months previous experience completing a research project in a health-related field. Twelve (12) months on-the-job experience to identify past and concurrent projects/work, to become familiar with medical terms, healthcare trends and issues and department policies and procedures.</p>	<p>Degree</p> <p><u>5.0</u></p>
---	--

<p>Independent Judgement</p> <p>Carries out research in accordance with generally accepted practices. Work involves a choice of methods or procedures, analysis and troubleshooting to solve research problems and acquire the best possible data. Exercises judgement in order to meet resource limitations.</p>	<p>Degree</p> <p><u>4.0</u></p>
--	--

<p>Working Relationships</p> <p>Regular contact with clients when discussing research problems. Submits research documents and makes recommendations based on results. Uses tact and discretion when discussing survey tools/methods with clients.</p>	<p>Degree</p> <p><u>3.5</u></p>
---	--

Job Title

Research Officer

Code

401

<p>Impact of Action</p> <p>Misjudgements in analyzing research data may lead to incorrect conclusions which may result in an identifiable deterioration in public/employee relations. Inadequate planning for research projects may result in improper/inadequate data and seriously impact the research project.</p>	<p>Degree</p> <p>3.0</p>
<p>Leadership and/or Supervision</p> <p>Provides limited direction to project teams. Provides functional guidance/specialty advice to operational leaders based on research results.</p>	<p>Degree</p> <p>3.0</p>
<p>Physical Demands</p> <p>Regular physical effort working with computers.</p>	<p>Degree</p> <p>2.0</p>
<p>Sensory Demands</p> <p>Frequent sensory effort reading and using the computer with periods of intense effort when writing complex reports.</p>	<p>Degree</p> <p>3.0</p>
<p>Environment</p> <p>Occasional exposure to minor conditions such as interruptions and multiple deadlines.</p>	<p>Degree</p> <p>2.0</p>