



STATE OF NORTH CAROLINA  
invites applications for the position of:

# Senior Research Scientist, Biodiversity Research Lab

**JOB CLASS TITLE:** Natural Science Research Scientist

**POSITION NUMBER:** 65015792

**DEPARTMENT:** Dept of Natural and Cultural Resources

**DIVISION/SECTION:** NC Museum of Natural Sciences / Research and Collections

**SALARY RANGE:** \$72,172.00 - \$137,456.00 Annually

**RECRUITMENT RANGE:** \$72,172 - \$103,515

**SALARY GRADE / SALARY GRADE EQUIVALENT:** GN19

**COMPETENCY LEVEL:** Not Applicable

**APPOINTMENT TYPE:** Permanent Full-Time

**WORK LOCATION:** Wake County

**OPENING DATE:** 10/29/19

**CLOSING DATE:** 12/12/19 5:00 PM Eastern Time

**DESCRIPTION OF WORK:**

**19-11183 MNS65015792**  
**Salary Grade: GN19**  
**Recruitment Range: \$72,172 - \$103,515**

*This position is located at:*

**11 West Jones Street**  
**Raleigh, NC**



The Department of Natural and Cultural Resources' (DNCR) vision is to be the leader in using the state's natural and cultural resources to build the social, cultural, educational, and economic future of North Carolina. Our mission is to improve quality of life by creating opportunities to experience excellence in the arts, history, libraries, and nature throughout North Carolina. The Department works to stimulate learning, inspire creativity, preserve the state's history, conserve the state's natural heritage, encourage recreation and cultural tourism, and promote economic development. Our goal is to promote equity and inclusion among our employees and our programming to reflect and celebrate our state's diverse population, culture, and history by expanding engagement with diverse individuals and communities. We encourage you to apply to become a part of our team.

**Division Information:**

The **North Carolina Museum of Natural Sciences**, located in Raleigh, NC, is an award-winning major institution with a prominent State-wide, national and international profile. The mission statement of the NC Museum of Natural Sciences is "to illuminate the natural world and inspire its conservation".

The NC Museum of Natural Sciences is a high-performing nexus of research, collections, living collections, exhibitions and digital media, school and lifelong education, community engagement, and a regional network--each fueled by great expertise and a diversifying portfolio of public, earned and contributed funds. Progress is forged by maximizing the dividends on a remarkable history of public and private sector investments with a growing array of partnerships.

Our high standards are reflected by our affiliation with the [Smithsonian Institution](#); accreditation by the [American Alliance of Museums](#); a National Medal at the White House in 2014 from the federal [Institute of Museum and Library Services](#) which recognizes just five of the nation's 35,000 museums annually for outstanding community service; national model research partnerships with the University of North Carolina System; this year's Thad Eure, Jr. Award from the [Greater Raleigh Convention and Visitors Bureau](#) for our economic impact through attracting conferences; and field-advancing innovations such as a fully accessible and free mobile app ([NC NatSci](#)) for visitors to navigate our exhibitions.

**Section Information:**

The **Research & Collections Section** includes research scientists, collections curators, collections managers, and support professionals. The major responsibilities of the R&C section are to maintain and expand the Natural Sciences research collections of the Museum, conduct original research, disseminate research results, participate in science communication, public outreach, education, and assist other Museum sections in programming and exhibit development. R&C staff and facilities are spread across three NCMNS buildings: the Nature Exploration Center (NEC), the Nature Research Center (NRC), and the Research Laboratory.

**Description of Work:**

The NC Museum of Natural Sciences and the NC State University's College of Natural Resources jointly announce a search to recruit a scientist with a research program in mammalian conservation genetics. At the Museum, this position works in the Biodiversity Research Lab, a unit within the Museum's Research & Collections section. At NC State University, this position works in the Fisheries, Wildlife and Conservation Biology program within the Department of Forestry and Environmental Resources in the College of Natural Resources. The employee will have non-tenure track faculty status and associated teaching and service requirements as a Research Assistant Professor with the College of Natural Resources.

The ideal candidate will have both applied and basic aspects to their research, which may have both domestic and international focus (at least some of the research should be applicable to scientific questions within North Carolina and the southeast region). Potential areas of research specialty may include (but are not limited to) conservation genomics, population estimation and modeling, microbiome ecology, metabarcoding, non-invasive sampling, and/or eDNA.

Researchers with collections-based research programs are encouraged to apply. The successful candidate will have many opportunities to participate in multi-disciplinary research teams that may include, among others, applied ecologists (wildlife, quantitative, spatial, forest), conservation biologists, and phylogenomicists. The successful candidate will also support graduate training through teaching and mentoring, and will teach an appropriate graduate and/or undergraduate course at NC State University.

The successful candidate should have experience in, and a commitment to, public science

communication. In addition to participating in outreach programs and events at the NC Museum of Natural Sciences, there are science communication opportunities with NC State University's Cluster in Public Science (i.e. citizen science, science communication, and open data). This position is jointly split between the NC Museum of Natural Sciences (55%) and the Department of Forestry and Environmental Resources at NC State University (45%). This position includes research, outreach, teaching and service responsibilities at both institutions.

The successful candidate will have an outstanding record of scholarly publications, research support and engagement. This position has several areas of responsibility, requiring a candidate with strong interpersonal skills, the ability to independently plan and implement research/teaching activities, and the ability and interest to collaborate with other researchers. The areas of responsibility of this position include but are not limited to:

- Development of an original applied research program in mammalian conservation genetics, mammalian population biology/ecology, and/or mammalian population genetics; research programs may have local, regional, and/or international focus and will include pursuit of external research funding, data generation and analyses, and publication/dissemination of results. Some aspects of this research should be suitable for display in the NC Museum of Natural Sciences' Biodiversity Research Lab, a glass-walled laboratory 'on-exhibit' in the Nature Research Center wing of the Museum
- Shared management and administration of the Museum's Biodiversity Research Lab, including supervision of laboratory with oversight of equipment, budgets, personnel, students, and volunteers
- Potential collaboration with the Museum's Mammalogy Unit, a collection-based unit within the Research & Collections section
- Teaching one class per year in NCSU's Department of Forestry and Environmental Resources
- Training/mentoring undergraduate and graduate students and/or postdoctoral researchers, with a particular focus on training that bridges museum/university goals
- Engaging the public through science communication and/or participatory science; public engagement may be accomplished through active participation in Museum education/outreach programs, interacting with NC State University's Public Science Cluster, and/or providing opportunities for citizen scientists to contribute to authentic research initiatives.

#### **KNOWLEDGE, SKILLS AND ABILITIES / COMPETENCIES:**

**\*\* To receive credit for your work history and credentials, you must provide the information on the application form. Any information omitted from the application form, listed as general statements, listed under the text resume section, or on an attachment will not be considered for qualifying credit. \*\***

**To qualify for this position, you must meet ALL the following KSAs listed below:**

- Considerable knowledge of conservation biology
- Experience applying principles and practices of research, with special expertise in some aspect of conservation biology
- A demonstrated mastery of materials, equipment, and techniques used in laboratory practices and in fieldwork
- Experience in teaching undergraduate and/or graduate courses in evolution or related subjects
- A demonstrated track record of effective and creative science communication to diverse public audiences
- Experience writing and/or administering grants to fund biological research
- Experience successfully publishing technical science papers in peer-reviewed journals

#### **Required Documentation:**

Applicants should attach: a current CV; contact information for 3 personal references; and a vision statement, including how their research and science communication initiatives figure in a broader scientific context.

**MINIMUM EDUCATION AND EXPERIENCE REQUIREMENTS:**

- Doctorate degree in biology, zoology, or a science curriculum related to area of expertise from an appropriately accredited institution **and** three-years experience in specialty area

-OR-

- An equivalent combination of education and experience

**SUPPLEMENTAL AND CONTACT INFORMATION:**

The Department of Natural and Cultural Resources (DNCR) selects applicants for employment based on required education and experience and job-related knowledge, skills, and abilities without regard to race, religion, color, national origin, sex, age, disability, genetic information, political affiliation or political influence.

**Please be sure to complete the application in full.** Resumes may be uploaded with your application, but will not be accepted in lieu of a fully completed application and will not be considered for qualifying credit. "See Resume" or "See Attachment" will *NOT* be accepted and will render your application incomplete.

Information should be provided in the appropriate areas, to include the following: Education, including high school and all degrees obtained, Work Experience, and Certificates & Licenses. It is critical to our screening and salary determination process that applications contain comprehensive candidate information.

Answers to Supplemental Questions are not a substitute for providing all relevant information within the body of your application. In order to receive credit for the supplemental questions, you must provide supporting information within the "Work Experience" section of the application, to support your answers

Degrees must be received from appropriately accredited institutions. Transcripts, and degree evaluations may be uploaded with your application.

To obtain veterans preference, you **must** scan and upload a copy of your DD-214 or discharge orders.

Technical issues submitting your application, please call the **NeoGov Help Line at 855-524-5627**.

Applicants requesting and receiving an accommodation under the Americans with Disabilities Act (ADA) are eligible to submit paper applications via mail or by fax. Please call the human resources office for assistance.

If multiple applications are submitted to an individual posting, only the most recent application received prior to the closing date will be accepted. Applications must be submitted by 5:00 PM on the closing date.

Due to the volume of applications received, we are unable to provide information regarding the status of your application over the phone. To check the status of your application, please log in to your account and click on "Application Status". Upon the closing date, applications are "Under Review" and will be screened by Human Resources for the qualified applicants. The hiring process may take an average of 6 – 8 weeks.

It is the policy of the State of North Carolina and the N.C. Department of Natural and Cultural Resources that all employees provide proof of employment eligibility (immigration and naturalization) on the first day of employment. We participate in E-Verify (Employment Eligibility Verification System).

**CONTACT INFORMATION:**

N.C. Department of Natural and Cultural Resources

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APPLICATIONS MAY BE FILED ONLINE AT:  
<http://www.oshr.nc.gov/jobs/index.html>

Position #19-11183 MNS65015792  
SENIOR RESEARCH SCIENTIST, BIODIVERSITY RESEARCH  
LAB  
KC

NOTE: Apply to the department listed on posting  
An Equal Opportunity Employer, NC State Government

[noreply@nc.gov](mailto:noreply@nc.gov)

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### Senior Research Scientist, Biodiversity Research Lab Supplemental Questionnaire

- \* 1. I understand that DNCR requires a complete description of work history with all employment experience detailed to be considered for employment. I have included all of this information within my application. (If you haven't completed requirements, please return to your application to finish it before submitting your application.)  
 Yes    No
  
- \* 2. The budgeted salary for this position is limited to \$103,515. If offered this position, are you willing to accept a salary within the posted recruitment range of \$72,172 - \$103,515?  
 Yes    No
  
- \* 3. This position requires a doctorate degree in biology, zoology, or a science curriculum related to area of expertise from an appropriately accredited institution and three-years of experience in specialty area; or an equivalent combination of education and experience. Are you able to fulfill this requirement?  
 Yes    No
  
- \* 4. I understand that in order to be considered for this position, I must attach to my application: a current CV; contact information for 3 personal references; and a vision statement, including how their research and science communication initiatives figure in a broader scientific context.  
 Yes    No
  
- \* 5. How many years of directly related work experience do you have with conservation biology?  
 None  
 Less than 1 year  
 1 to 3 years  
 3 years or more
  
- \* 6. How many years of directly related work experience do you have applying principles and practices of research, with special expertise in some aspect of conservation biology?  
 None  
 Less than 1 year  
 1 to 3 years  
 3 years or more
  
- \* 7. How many years of experience do you have with teaching undergraduate and/or graduate courses in evolution or related subjects?

- None
- Less than 1 year
- 1 to 3 years
- 3 years or more

\* 8. How many years of experience do you have with writing and/or administering grants to fund biological research?

- None
- Less than 1 year
- 1 to 3 years
- 3 years or more

\* 9. Do you have experience successfully publishing technical science papers in peer-reviewed journals?

- Yes    No

\* Required Question