

Hy-Line International

JOB TITLE: Research Associate LOCATION: Hy-Line International

INCUMBENT: 1 DEPT: Research & Development

REPORTS TO: Geneticist STATUS: Exempt

Created: May 2020 Revision Date(s): July 2024

**Statement of Purpose:** To support Hy-Line International R&D department for all breeding program related data collection and reporting. The ability to monitor research flocks’ production, performance data and assist in all department related projects.

ESSENTIAL JOB FUNCTIONS AND RESPONSIBILITIES

* Maintain the data recording activities and ensure data quality
* Prepare periodical reports about research flocks with status of project plans
* Follow up on all internal and external research flock data starting at the hatch date through the life cycle
* Assist with R&D related hatches, housing/rearrangements for flock evaluation at all Research farms and test locations.
* Assist farm operations and test locations special projects, selection processed and organize data records
* Assist labs for Research Farm related sample collections.
* Continual feedback and coordination with the Geneticists on all data and information relating to the flocks
* Be available to assist in providing daily technical support to our farm operations
* Available to travel, visit and provide technical support to all test locations including oversees.
* Other R&D duties assigned
* Comply with OSHA, Biosecurity, and Welfare regulations
* Ability to work independently

COMPETENCY and KNOWLEDGE REQUIREMENTS

* Bachelor’s Degree, work experience with poultry desirable but not essential
* Proficient with MS Office: Word, Excel, and the aptitude to understand the company internal database
* Basic understanding of experimental design, statistics and animal breeding but not essential
* Bilingual in Spanish or Portuguese preferred
* Good oral and written communication skills with people at all levels of the organization
* Being flexible to travelling, training and development opportunities for research farms, field test and hatcheries located in different parts of the world related to the R&D program.
* Maintain integrity with confidential information
* Flexible in work hours to accommodate the work schedule

Description of Physical and Mental Demands

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| --- | --- |
| Position: Research Assistant  | Department: Research & Development |
| Developed by: HR | Date Created/Revised: May 2020 |

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| Physical DemandsOn 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 |  |  | x |  |  |
| Walking |  | x |  |  |  |
| Sitting |  |  |  | x |  |
| Talking and/or Hearing |  |  |  | x |  |
| Using hands to handle, feel |  |  |  | x |  |
| Kneeling |  | x |  |  |  |
| Squatting |  | x |  |  |  |
| Crouching |  | x |  |  |  |
| Crawling | x |  |  |  |  |
| Reaching overhead |  | x |  |  |  |
| Reaching forward |  | x |  |  |  |
| Tasting or Smelling | x |  |  |  |  |
| Climbing Stairs | x |  |  |  |  |
| Rotating Trunk | x |  |  |  |  |
| Flexing Trunk | x |  |  |  |  |
| This position requires that weight be lifted: |
|  | None | Up to 10% | Up to 30% | 30% -60% | More than 60% |
| Up to 10 pounds |  | H |  |  |  |
| Up to 25 pounds |  | FH |  |  |  |
| Up to 40 pounds | x |  |  |  |  |
| Up to 50 pounds | x |  |  |  |  |
| Up to 75 pounds | x |  |  |  |  |
| Up to 100 pounds | x |  |  |  |  |
| More than 100 pounds | x |  |  |  |  |
| 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 |  | X |  |  |  |
| Up to 25 pounds | X |  |  |  |  |
| Up to 50 pounds | x |  |  |  |  |
| Up to 100 pounds | x |  |  |  |  |
| More than 100 pounds | X |  |  |  |  |
| WA = With Assistance |

The typical noise level is: Hearing Requirements:

[ ]  Very Quiet [x]  Ability to hear equipment alarms

[ ]  Quiet [x]  Ability to hear person call

[x]  Moderate Noise [x]  Ability to hear instructions from

[ ]  Loud Noise employees or leaders

[ ]  Very Loud Noise

|  |
| --- |
| Repetitive MotionOn the job time requires the following hours of repetitive activities: |
|  | 0 | 1 – 2 | 3 – 4 | 5 – 6 | 7 + |
| Repetitive use of foot control | x |  |  |  |  |
| Repetitive use of hands |  | x |  |  |  |
| Grasping: simple/light |  | x |  |  |  |
| Grasping: firm/heavy |  | X |  |  |  |
| Fine dexterity |  | X |  |  |  |
| R = Right, L = Left, B = Both |
|  |
| Work Environment ConditionsThis 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) | x |  |  |  |  |
| Near moving mechanical parts | x |  |  |  |  |
| Fumes or airborne particles |  |  | x |  |  |
| Toxic or caustic chemicals | x |  |  |  |  |
| Outdoor weather conditions | x |  |  |  |  |
| Extreme cold (non-weather) | x |  |  |  |  |
| Extreme heat (non-weather) | x |  |  |  |  |
| Risk of electrical shock | x |  |  |  |  |

VISION REQUIREMENTS:

[x]  Close vision (clear vision at 20 inches or less)

[x]  Distance vision (clear vision at 20 ft or more)

[x]  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

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

[x]  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

 [x]  More than 50% of the time

[x]  High volume workload

[ ]  Mentally stressful conditions

[ ]  25% or less of the time

[x]  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