

Physical Biosciences Division Performance Management Process – Criteria for Assessing Performance

Note: This is designed to be a helpful baseline for how the Physical Biosciences Division (PBD) evaluates employee contributions. There are many factors in the final assessment of performance and level of contribution, including peer group alignment, and factors that are considered can be specialized to a team and project. Advancement to the next level is not solely dependent on performing the duties of the higher level. Your supervisor can provide further guidance about the criteria for assessing performance in the S&E Career Path.

Project Scientist	Research Scientist	Staff Scientist	Senior Scientist
<p>Leadership</p> <ul style="list-style-type: none"> No expectations in this area. 	<p>Leadership</p> <ul style="list-style-type: none"> Help to enable the team of scientists around them to carry out the project missions. May direct the work of postdoctoral fellows, students and/or technical support staff. Excellence is demonstrated by helping to define vision and encourages team members to contribute at a high level by example and encouragement. 	<p>Leadership</p> <ul style="list-style-type: none"> Defines vision and encourages team members to contribute at a high level by example and encouragement. Directly supervise other professionals, including postdoctoral fellows, students and/or technical support staff. 	<p>Leadership</p> <ul style="list-style-type: none"> Defines vision, motivates staff, and manages organization to accomplish goals in support of the <i>division’s vision</i>. Identify opportunities across the division for the development of new scientific programs. Excellence is demonstrated by defining vision, motivating staff, and managing the organization to accomplish goals in support of the Laboratory’s <i>vision</i>. Excellence is also demonstrated by identifying opportunities across the division for the development of new scientific programs.
<p>Scientific Contributions</p> <ul style="list-style-type: none"> Demonstrated ability to independently carry out creative research within an established framework (research scientist level). Fully qualified and independent scientist with recognized technical expertise (staff scientist level). 	<p>Scientific Contributions</p> <ul style="list-style-type: none"> Demonstrated ability to independently carry out creative research within an established framework. Carries out research using a broad knowledge base in a field of specialization relating to the needs of the <i>research group</i>. Contributes to publications. Excellence is demonstrated by carrying out research in a field of specialization relating to the needs of the <i>division</i>. Lead author on publications. 	<p>Scientific Contributions</p> <ul style="list-style-type: none"> Fully qualified and independent scientist with recognized technical expertise capable of leading independent research and development work. Consistently demonstrates extremely high levels of technical knowledge, ingenuity, and creativity. Recognized as a resource or active impact contributor in his or her own field as perceived internally by management and peers and externally through conference presentations, publications in refereed journals, invited lectures, and awards. Contributing to publications in peer-reviewed forums. Excellence is demonstrated by leading research in an area of specialization relating to the <i>strategic goals of the division</i>. 	<p>Scientific Contributions</p> <ul style="list-style-type: none"> Broad and in-depth technical knowledge and significant expertise in one or more specialties. Defines scientific frontiers and directions. Superior intellectual attainments, evidenced by scientific or technical achievements. Recognized nationally and/or internationally as a leader in the field who has made major contributions to the Laboratory and to the broader scientific community. Carries out research in an area of specialization relating to the <i>strategic goals of the division</i> Excellence is demonstrated by carrying out research in an area of specialization relating to the <i>strategic goals of the Laboratory</i>.
<p>Funding</p> <ul style="list-style-type: none"> No expectations in this area. Positions classified as project scientists are those for projects of limited funding or duration with a definite end date. These positions are not trial positions for higher-level positions; instead, the career-track research scientist or career-track staff scientist levels should be used. 	<p>Funding</p> <ul style="list-style-type: none"> To contribute to the development of proposals. Excellence is demonstrated by providing key input in the development of new funding and/or having secured independent funding. 	<p>Funding</p> <ul style="list-style-type: none"> Typically has independent funding. Works as part of a larger project team. May serve as a project or group leader. Provides key input in the development of new funding. Excellence is demonstrated by having secured independent funding, <i>and the longevity of the funding stream has been established</i>. Demonstrated ability to manage projects within budget. 	<p>Funding</p> <ul style="list-style-type: none"> Has a well-established and ongoing program of research that productively involves Laboratory staff and resources. Demonstrated ability to build new relationships with scientists with potential for collaborations in related fields. Demonstrated ability to manage projects within budget. Leads the efforts of a significant research program of <i>strategic importance to the division</i>. Excellence is demonstrated by leading the efforts of a significant research program of <i>strategic importance to the Laboratory</i>.
<p>Safety Culture</p> <ul style="list-style-type: none"> Works safely to prevent accidents at all times. 	<p>Safety Culture</p> <ul style="list-style-type: none"> Works safely to prevent accidents at all times. Excellence is demonstrated by working safely to prevent accidents at all times, and promotes a safety culture within the research group. 	<p>Safety Culture</p> <ul style="list-style-type: none"> Works safely to prevent accidents at all times, and promotes a safety culture in the research group. Excellence is demonstrated by promoting a safety culture not only in the research group but in the larger organization. Actively engages with EH&S to implement and improve the research group’s Integrated Safety Management (ISM) Plan. 	<p>Safety Culture</p> <ul style="list-style-type: none"> Works safely to prevent accidents at all times, and promotes a safety culture not only in the research group but in the larger organization. Excellence is demonstrated by actively engaging with EH&S to implement and improve the research group’s Integrated Safety Management (ISM) Plan.
<p>Workplace Environment (diversity, mentoring, collaboration, service)</p> <ul style="list-style-type: none"> Interact with others in a manner that is inclusive, collaborative and team-focused. 	<p>Workplace Environment (diversity, mentoring, collaboration, service)</p> <ul style="list-style-type: none"> Interact with others in a manner that is inclusive, collaborative and team-focused. Excellence is demonstrated by promoting an environment of inclusion, collaboration and team science where all contributions are respected. 	<p>Workplace Environment (diversity, mentoring, collaboration, service)</p> <ul style="list-style-type: none"> Promote an environment of inclusion, collaboration and team science where all contributions are respected. Serve on division and/or Laboratory committees and/or working groups that help improve the workplace environment (e.g., safety, diversity, communications, and operational efficiency). Excellence is demonstrated by actively pursuing opportunities to mentor less-experienced scientists either within or outside the immediate research group. 	<p>Workplace Environment (diversity, mentoring, collaboration, service)</p> <ul style="list-style-type: none"> Promote an environment of inclusion, collaboration and team science where all contributions are respected. Serve on division and/or Laboratory committees and/or working groups that help improve the workplace environment (e.g., safety, diversity, communications, operational efficiency). Actively pursues opportunities to mentor less-experienced scientists either within or outside the immediate research group. Excellence is demonstrated by actively working to make a collaboratively and mutually beneficial environment for investigators both within and outside the large programs. Works to communicate successes and lessons learned across the division and the Laboratory.

