

	Lab Tech Ladder		R&D Associate Ladder				Management		
Job Title	Lab Tech I	Lab Tech II	R&D Associate I	R&D Associate II	R&D Associate III	R&D Associate IV	Associate Director, Product Discovery	Director, Product Discovery	Sr Director, Product Discovery
Job Code	MJP397	MJP398	MJP436	MJP435	MJP539	MJP627	MJP624	MJP649	MJP644
Pay Grade	JP-2	JP-3	JP-5	JP-6	JP-45	JP-46	JP-48	JP-49	JP-50
Position Summary									
Essential Functions /Scope									
Required Qualifications									
FLSA Status	Non-Exempt	Non-Exempt	Non-Exempt	Non-Exempt	Exempt	Exempt	Exempt	Exempt	Exempt
Promotional Process	Requisition	Requisition or In-family Promotion from Lab Tech I	Requisition	Requisition or In-family Promotion from R&D Assoc I	Requisition or In-family Promotion from R&D Assoc II	Requisition or In-family Promotion from R&D Assoc III	Requisition	Requisition or In-family Promotion from Assoc Dir, Product Discovery	Requisition or In-family Promotion from Dir, Product Discovery