

Research Engineer Career Ladder

The Research Engineer Career Ladder at UAB provides a structured progression for engineering professionals who design, develop, and implement advanced technical solutions that support the university's research mission. Spanning roles from Research Engineer Assistant to Senior Research Engineering Manager, this ladder supports the development of engineering expertise across disciplines such as mechanical, electrical, and systems engineering. At the foundational levels, engineers contribute to design activities, technical documentation, and collaborative project work under the guidance of senior engineers. As professionals advance through the ladder, they take on increasingly complex engineering challenges, assume responsibility for system design and analysis, and collaborate across multidisciplinary teams to develop high-reliability instruments and research technologies. At the leadership and managerial levels, engineers guide project execution, mentor engineering teams, oversee budgets and schedules, and ensure that technical solutions meet organizational, regulatory, and sponsor requirements. This career ladder reflects UAB's commitment to advancing engineering innovation while cultivating technical leadership and operational excellence in support of cutting-edge research.



Research Engineer Assistant

The Research Engineer Assistant develops systems-level documents for complex engineering hardware and devices for the School of Engineering; performs design activities and prepares SolidEdge or ProE drawings; and supports meetings, teleconferences and trips required projects. This role assists senior engineers in design, development and analysis of technical products, and works on projects of limited complexity.

EDUCATION/EXPERIENCE

Bachelor's degree in a STEM related field required. Work experience may NOT substitute for the education requirement.

GRADE	FLSA STATUS	REMOTE/HYBRID	CAREER LEVEL
W.G360	Exempt	Not Eligible	Individual Contributor

Research Engineer Associate

The Research Engineer Associate develops viable mechanical or electrical systems and component designs based on project requirements and specifications for the School of Engineering; produces the associated engineering drawings and schematics for use in the fabrication and assembly of complex hardware and devices; reviews and checks engineering drawings produced by others for adherence to technical specifications and requirements; and works with CAE (Computer-Aided Engineering) mechanical or electrical design software. This role demonstrates design experience with high-reliability instruments and works closely with engineers of other disciplines to develop systems; assists senior engineers in design, development and analysis of technical products; and handles complex tasks with job function.

EDUCATION/EXPERIENCE

Bachelor's degree in a STEM related field and three (3) years of related experience required. Work experience may NOT substitute for the education requirement.

GRADE	FLSA STATUS	REMOTE/HYBRID	CAREER LEVEL
W.G375	Exempt	Not Eligible	Individual Contributor

Research Engineer

The Research Engineer develops viable mechanical or electrical systems and component designs based on project requirements and specifications for the School of Engineering; produces and supervises the associated engineering drawings and schematics for use in the fabrication and assembly of complex engineering hardware and devices; reviews and checks engineering drawings produced by others for adherence to technical specifications and requirements; and works with CAE (Computer-Aided Engineering) Mechanical or electrical design software. This role demonstrates design experience with high-reliability instruments and works closely with engineers of other disciplines to develop systems; performs multiple engineering tasks; oversees design, development and analysis of technical products; understands broad knowledge of engineering procedures; and trains less experienced engineers, when necessary.

EDUCATION/EXPERIENCE

Bachelor's degree in a STEM related field and five (5) years of related experience required. Work experience may NOT substitute for the education requirement.

GRADE	FLSA STATUS	REMOTE/HYBRID	CAREER LEVEL
W.G390	Exempt	Not Eligible	Individual Contributor

Senior Research Engineer

The Senior Research Engineer applies a broad knowledge of engineering principles, practices, and procedures to solve complex technical challenges; analyzes and troubleshoots intricate issues, collaborating with cross-functional teams, to ensure solutions align with industry standards and organizational goals; and potentially mentors and trains less experienced engineers, fostering their professional growth and contributing to a team environment.

EDUCATION/EXPERIENCE

Bachelor's degree in a STEM related field and seven (7) years of related experience required. Work experience may NOT substitute for the education requirement.

GRADE	FLSA STATUS	REMOTE/HYBRID	CAREER LEVEL
W.G400	Exempt	Not Eligible	Individual Contributor

Research Engineer Lead

The Research Engineer Lead carries out specialized tasks within their discipline, applying expertise to ensure accuracy and efficiency in project execution; takes on a leadership role within the work group including design, development, and testing, providing guidance, direction, and support to team members; oversees workflow, delegates responsibilities, and ensures collaboration to achieve project objectives; and acts as a key decision-maker, addressing challenges and optimizing processes to drive success.

EDUCATION/EXPERIENCE

Bachelor's degree in a STEM related field and seven (7) years of related experience required. Work experience may NOT substitute for the education requirement.

GRADE	FLSA STATUS	REMOTE/HYBRID	CAREER LEVEL
W.G405	Exempt	Not Eligible	Emerging Leader

Senior Research Engineer Lead

The Senior Research Engineer Lead plays a pivotal role in leading specialized projects within their discipline; possesses advanced expertise, strategic leadership, and the ability to drive team performance to achieve organizational goals efficiently; leads the execution of complex tasks within the discipline, ensuring technical accuracy and operational efficiency; and acts as a mentor and key resource for the team, providing direction, training, and support to enhance overall competency and performance.

EDUCATION/EXPERIENCE

Bachelor's degree in a STEM related field and eight (8) years of related experience required. Work experience may NOT substitute for the education requirement.

GRADE	FLSA STATUS	REMOTE/HYBRID	CAREER LEVEL
W.G410	Exempt	Not Eligible	Emerging Leader

Research Engineering Manager

The Research Engineering Manager leads the technical, scheduling, budgetary and safety requirements of a government-sponsored research program; manages, oversees and implements quality assurance procedures into equipment development and maintenance; leads project tracking, status reporting and problem resolution with the customer; and develops technical documentation and cost assessments for submission of proposals, contract negotiations and reports. This role manages teams making them aware of space flight program requirements, organizational structure and interface requirements processes.

EDUCATION/EXPERIENCE

Bachelor's degree in a STEM related field and eight (8) years of related experience required. Work experience may NOT substitute for the education requirement.

GRADE	FLSA STATUS	REMOTE/HYBRID	CAREER LEVEL
W.G415	Exempt	Not Eligible	Functional Manager

Senior Research Engineering Manager

The Senior Research Engineering Manager assigns project tasks to section managers and ensures projects meet requirements; develops technical input, cost assessments and project schedules; monitors project progress, identifies potential risks, and implements solutions to maintain timelines and quality standards; collaborates with stakeholders and provides regular updates to ensure alignment with organizational goals; and develops and implements standardized project controls to manage budgets, schedules, and technical requirements for projects.

EDUCATION/EXPERIENCE

Doctoral degree in a related field and ten (10) years of related experience OR Master's degree in a STEM related field and twelve (12) years of related experience OR Bachelor's degree in a STEM related field and fourteen (14) years of related experience required. Work experience may NOT substitute for the education requirement.

GRADE	FLSA STATUS	REMOTE/HYBRID	CAREER LEVEL
W.G425	Exempt	Not Eligible	Functional Manager