

# Research Engineering Technician Career Ladder

The Research Engineering Technician Career Ladder at UAB establishes a structured pathway for technical professionals who support the design, development, and production of research instrumentation, devices, and engineering solutions that advance the university's research mission. Spanning roles from Research Engineering Technician Assistant to Senior Research Engineering Technician Lead, this ladder fosters the progressive development of technical expertise, laboratory operations knowledge, and engineering collaboration. At its foundation, technicians provide hands-on support to engineering teams through assembly, testing, and technical assistance in research and development environments. As professionals advance through the ladder, they gain deeper technical specialization, increased independence, and opportunities to mentor others while supporting increasingly complex research initiatives. At the leadership levels, technicians oversee operational workflows, guide project execution, and contribute to strategic planning for engineering and research production activities, ensuring quality, efficiency, and innovation across technical operations



## Research Engineering Technician Assistant

The Research Engineering Technician Assistant provides technical support to engineers to ensure production goals of the group are met, works under close direction of senior personnel in the functional area, and possesses a moderate understanding of general aspects of the job.

### EDUCATION/EXPERIENCE

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

GRADE	FLSA STATUS	REMOTE/HYBRID	CAREER LEVEL
W.G305	Nonexempt	Not Eligible	Individual Contributor

## Research Engineering Technician Associate

The Research Engineering Technician Associate provides technical support to engineers to ensure production goals of the group are met, works under moderate supervision, and gains or attains full proficiency in a specific area of discipline. Under general supervision of the laboratory manager, this role performs electronic assembly and wiring of high precision instruments and hardware.

### EDUCATION/EXPERIENCE

Associate's degree in a 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.G315	Nonexempt	Not Eligible	Individual Contributor

## Research Engineering Technician

The Research Engineering Technician provides technical support to engineers to ensure production goals of the group are met, works independently with established procedures associated with the specific job function, and has gained proficiency in multiple competencies relevant to the job.

### EDUCATION/EXPERIENCE

Associate's degree in a 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.G325	Nonexempt	Not Eligible	Individual Contributor

## Senior Research Engineering Technician

The Senior Research Engineering Technician provides technical support to engineers to ensure production goals of the group are met. This role works independently, assists in mentoring and training of newer personnel, and has expert level competency.

### EDUCATION/EXPERIENCE

Associate's degree in a 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.G345	Exempt	Not Eligible	Individual Contributor

## Research Engineering Technician Lead

The Research Engineering Technician Lead oversees and optimizes the group's manufacturing operations to ensure consistent, efficient, and high-quality production, and ensures that daily operations align with broader organizational goals for safety, quality, cost, and delivery.

### EDUCATION/EXPERIENCE

Associate's degree in a 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.G355	Exempt	Not Eligible	Emerging Leader

## Senior Research Engineering Technician Lead

The Senior Research Engineering Technician Lead assigns project tasks to section members and ensures projects meet requirements; develops technical input, cost assessments, and project schedules; and contributes to project planning and execution by developing comprehensive technical inputs, including specifications, risk mitigation strategies, and innovative solutions that support project goals.

### EDUCATION/EXPERIENCE

Associate's degree in a related field and ten (10) years of related experience required. Work experience may NOT substitute for the education requirement.

GRADE	FLSA STATUS	REMOTE/HYBRID	CAREER LEVEL
W.G370	Exempt	Not Eligible	Emerging Leader