

MBL Career Ladder Matrix 2.27.20

| | Clinical Operations Specialist Ladder | | | Clinical Research Ladder | | | Management |
|----------------------------|---------------------------------------|---|--|-------------------------------|---|--|---------------------|
| Job Title | Clinical Operations Specialist I | Clinical Operations Specialist II | Clinical Operations Specialist III | Clinical Research Associate I | Clinical Research Assoc II | Clinical Research Assoc. III | Clinical Manager II |
| Job Code | MJP706 | MJP707 | MJP708 | MJP540 | MJP548 | MJP538 | MJP560 |
| Pay Grade | JP-43 | JP-44 | JP-45 | JP-44 | JP-45 | JP-46 | JP-47 |
| Position Summary | | | | | | | |
| Essential Functions /Scope | | | | | | | |
| Required Qualifications | | | | | | | |
| FLSA Status | Exempt | Exempt | Exempt | Exempt | Exempt | Exempt | Exempt |
| Promotional Process | Requisition | Requisition or In-family Promotion from Clinical Ops Specialist I | Requisition or In-family Promotion from Clinical Ops Specialist II | Requisition | Requisition or In-family Promotion from Clinical Research Assoc I | Requisition or In-family Promotion from Clinical Research Assoc II | Requisition |