



## **We're Hiring!**

### **Laboratory Scientist**

**Location of Position:** Marin Headlands, Sausalito, California

**Reports to:** Clinical Laboratory Manager

**Position Classification / Expected Time commitment and work schedule:**

- This is a full-time, exempt position.
- Regular onsite work is required.
- Days and hours of work may vary according to the needs of The Marine Mammal Center but are generally Monday – Friday.
- Evening and weekend work may be required as job duties demand.
- Travel is not expected for this position.

**Compensation Range:** \$60,000 - \$70,000 per year

**Full Benefits:**

- Generous time off policies, including Holidays, Sick, and Vacation.
- Medical, Dental, and Vision
- Life Insurance
- Long Term Disability Insurance
- 401k Retirement Plan
- Employee Assistance Program

**Job Summary:**

The Laboratory Scientist is responsible for providing several functions and responsibilities including but not limited assisting with bloodwork processing, blood smear white cell differentials, microbiology cultures, serum and urine archive, parasitology, urinalysis, database entry, shipping out samples for diagnostics, and ordering laboratory reagents and materials. The Lab Scientist will assume a leading role in various research projects which may include field sampling as well as be cross trained to assist in the Necropsy Laboratory as needed.

**Essential Functions:**

Clinical Lab: 80%

- Maintains Quality Control and Assurance (QC/QA) checks of clinical laboratory analyzers.
- Operates clinical laboratory equipment, including, but not limited to hematology and serum biochemistry analyzers.
- Performs urinalysis dipstick, microscopy, and urine specific gravity.
- Performs hematology to include staining blood smears, reading differential cell counts microscopically, and operating an automated blood analyzer.
- Performs cytology to include staining and reading tissue impression smears.

- Performs gram stains on microbiologic organisms to include aerobic and anaerobic culture of bacteria.
- Prepares parasitology samples including fecal egg counts and larval counts.
- Tracks specimens in database (Ruby) in accordance with standards set forth within the organization.
- Prepares and extracts samples for enzyme-linked immunosorbent assay (ELISA). Perform ELISA analysis.
- Maintain the archive of fixed tissues Paraffin blocks, glass slides, and records.
- Maintain the specimen archive.
- Ships samples for external diagnostic testing.

Biobank: 10%

- Inventories and archives the Center's extensive biosample freezers.
- Accesses archived biosamples for various research projects.
- Inputs data into database in accordance with standards set forth within the program.

Other Duties as Assigned: 5%

- Perform special projects and research as assigned.
- Perform other duties as assigned.

**Supervisory Responsibility:**

None

**Knowledge, Skills, and Abilities:**

- Knowledge of methods and techniques of laboratory procedures.
- Knowledge of enzyme-linked immunosorbent assay (ELISA) technique.
- Knowledge of marine mammal biology and diseases.
- Knowledge of observational skills for laboratory procedures.
- Knowledge of basic principles of mammalian anatomy and physiology.
- Experience working with biohazardous tissue, blood, and dead animals; safety knowledge to prevent contaminating self and others with biohazardous materials.
- Skills to prepare and assist with necropsies.
- Proficiency in Microsoft Office Suite programs (Outlook, Word, Excel, PowerPoint).
- Ability to operate equipment safely and competently to carry out their duties.
- Understand and follow written and oral instructions and priorities as set by management.
- Communicate clearly and concisely, both orally and in writing.
- Establish and maintain effective working relationships with those contacted in the course of work, which includes volunteers, interns, staff, and others.
- Willingness to support and participate in The Marine Mammal Center's diversity, equity, and inclusion programs.
- Communicate and interact effectively with people across cultures, ethnic groups, and identities.
- Practice self-awareness and respect while engaging with people of diverse backgrounds.

**Certifications and/or Licenses:**

- Valid driver license with acceptable motor vehicle record to maintain standards of insurability.
- Proof of COVID-19 Vaccination or waiver (medical or religious)

**Preferred Education and Experience:**

This position requires a combination of education and experience equivalent to a bachelor's degree in biological or medical laboratory science, and three years' experience in bench techniques including some or all the following: hematology, serum chemistry, bacteriology, mycology, parasitology, or cytology.

**Work Environment & Physical Requirements:**

- This position operates in a professional office, laboratory, and hospital environment both indoors and outdoors with access to other parts of the facilities via outdoor pathways.
- Exposure to slippery surfaces and working in outdoor weather conditions and elements.
- Routinely uses standard office equipment such as computers, phones, photocopiers, scanners, and filing cabinets.
- Ability to work at a desk for extended periods of time using a computer.
- Ability to occasionally perform physical work requiring manual dexterity, agility, strength, and coordination including ability to lift and/or move to 50 pounds.
- Ability to walk/stand in a laboratory for extended periods of time using laboratory equipment.
- Ability to occasionally walk/hike/cover up to 5 miles during a shift on a frequent basis.
- Ability to spend extended period on your feet, walking, standing, crouching, and climbing stairs (potentially in inclement weather conditions).
- Routinely uses lab equipment.
- Exposure to allergens and zoonotic diseases through biosamples.
- Exposure and working with laboratory chemicals, including formalin.
- Exposure to sharp instruments and needles.
- Involves strong smells associated with animals and the care of animals.

**OUR COMMITMENT TO DIVERSITY**

The Marine Mammal Center actively engages individuals from all backgrounds. We are committed to embracing diversity within our organization because we firmly believe that diverse employee teams help us to achieve our best organizational outcomes and provide the most effective support to the communities we serve. We are deeply dedicated to creating and maintaining an inclusive, equitable and supportive work environment. We strongly encourage people from underrepresented groups to apply. The Marine Mammal Center believes in growth and supporting our employees as best we can so they can become their best selves in and outside of work. We believe that a healthy work environment means building an inclusive culture where people can thrive together and feel supported and empowered. We believe in stretch versus constraint.

**OUR MISSION**

The Marine Mammal Center advances global conservation through marine mammal rescue and rehabilitation, scientific research, and education.

**ABOUT THE MARINE MAMMAL CENTER**

The Marine Mammal Center is leading the field in ocean conservation through marine mammal rescue, veterinary medicine, science, and education.

For more information, please visit our “About Us” page at [www.marinemammalcenter.org](http://www.marinemammalcenter.org)

**To Apply:** Please submit a cover letter and resume and provide a brief description about how your experience aligns with the role.

Note that applications without a cover letter will not be considered.

In your cover letter, please feel free to note which pronouns you use (For example – she/her/hers, he/him/his, they/them/theirs, etc.).

We strongly encourage people of color, lesbian, gay, bisexual, transgender, queer and non-binary people, veterans, parents, and individuals with disabilities to apply. The Center is an equal opportunity employer and welcomes everyone to our team. If you need reasonable accommodation at any point in the application or interview process, please let us know.