

Job Title:	Laboratory Technician	Classification:	Exempt
Department/Group:	Operations	Reports to:	Director of Agronomy
Location:	Imperial, TX	Job code:	
Level/Salary Range:		Position Type:	Full- Time
HR Contact:	HR Manager	Travel	No

#### Summary/Objective

To support microalgal biomass production by performing onsite sampling and testing for various physical, chemical and biological parameters, and reporting data reliably and on time. Also responsible for assisting in the on-site execution and analysis of production related experimentation.

#### Job Description

##### ESSENTIAL FUNCTIONS

1. Perform testing for various physical, chemical and biological parameters, including, but not limited to:
  1. Perform routine water chemistry analysis
  2. Perform routine measurements for characterizing algae productivity and process yield
  3. Analyze data generated from sample streams
  4. Daily microscope evaluations of cultures
2. Report on findings from the analyses above
3. Manage and ensure the daily required tasks are accomplished as per the schedule, and according to the instructions of the Director of Agronomy
4. Development and Implementation of new assays
5. Make and record detailed observations, analyze data, and interpret results; validate data and ensure careful maintenance and timely entry of data in electronic database
6. Prepare and track samples for offsite analysis
7. Prepare standards and solutions
8. Maintain a stock of lab supplies, working with Procurement to forecast supply needs and order supplies
9. Writing reports, summaries, and protocols regarding experiments/procedures.
10. Training other lab personnel, if needed
11. Confirming and reporting when critical parameters are reached
12. Execute lab and/or field experiments related to testing specific issues related to the production process under the direction of the Director of Agronomy (i.e., crop protection work, yield improvement work)
13. Perform routine maintenance and minor fixes of lab equipment and tools
14. Perform and document internal QA/QC on analytical procedures
15. Initiate analysis and generate required data in proper format for environmental reporting purposes
16. Perform non-routine analysis in support of process development or troubleshooting purposes
17. Perform non-routine analysis in support of research and development experiments
18. Perform routine maintenance and calibration of all lab equipment and instrumentation
19. Document safety near misses and participate in determining causes and remedies; document safety variances from policies and procedures. Assist with completion of incident reports and after-action reviews as required
20. Read, understand, and edit SOPs on various tasks (some positions may include implement and develop SOPs as well)
21. Step in and fill an operating minimum staff position when necessary (this one only applies to jobs that are not operators, technicians)

22. Participate in team and company meetings as required
23. Work within a team to achieve team and company goals and milestones
24. Other duties as assigned

#### **COMPETENCIES**

1. Technical Capacity.
2. Ethical Conduct.
3. Communication Proficiency.
4. Results Driven.
5. Initiative.
6. Problem Solving skills
7. Decision Making
8. Team work

#### **SUPERVISORY RESPONSIBILITY**

This position has no supervisory responsibilities.

#### **WORK ENVIRONMENT**

While performing the duties of this job, the employee is frequently exposed to hazardous materials, fertilizers, and pumps/irrigation components. the employee will be working in an outdoor environment in hot and cold weather

#### **PHYSICAL DEMANDS**

This position is very active and requires standing, walking, bending, kneeling, stooping, crouching, crawling, and climbing all day. The employee must frequently lift and/or move items over 50 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception and ability to adjust focus. This position requires walking around aquatic ponds and both supervision and hands on daily routine work activities which includes pond management, scheduling, sampling, data collection and other related activities as per company requirement.

#### **REQUIRED EDUCATION AND EXPERIENCE**

1. Bachelor's degree in chemistry, biochemistry, biology or related field, or Algae Technology Educational Consortium (ATEC) curriculum completion and/or algae-related micro-credentialing
2. 1-2 years of applicable experience in liquid sample processing and analysis a plus
3. Experience in data collection and analysis.
4. Must be computer literate, with familiarity with Microsoft Office programs, Excel and PowerPoint
5. Regular, reliable, and punctual attendance, including weekends when required
6. Must be willing to work flexible hour and shifts, able to work weekends, when required
7. Previous experience working with hazardous materials, chemicals and laboratory equipment
8. Strong critical thinking and problem-solving skills
9. Good communication skills
10. Strong organizational skills
11. Ability to work in a team environment
12. Strong multitasking, sound judgment, and decision-making skills to ensure quality of work meets expected standards, especially under tight timelines.
13. Must be willing to work in an outdoor environment in hot and cold weather
14. Comfortable with ambiguity and complexity; deliver results in first-time situations through personal drive and collaborative interactions.

- 15. Must have the ability manage in the grey and to create clarity where none exists.
- 16. Must have a passion for a small business with the belief that anything is possible.
- 17. Must be a good cultural fit.

**PREFERRED EDUCATION AND EXPERIENCE**

- 1. Ability to follow SOPs, and make recommendations for changes when necessary; experience developing SOPs a plus.
- 2. Experience with UV/Vis and fluorescence spectroscopy, colorimetric assays, and basic analytical chemistry methods is required; experience in handling and processing liquid samples, micro algae culture liquid and lipid profile analysis with GC is a plus.

**WORK AUTHORIZATION/SECURITY CLEARANCE**

Be legally eligible to work in the United States and possess a US driver's license in good standing. Must pass a drug screen and background check

Reviewed By:	Name	Date:	Date
Approved By:	Name	Date:	Date
Last Updated By:	Name	Date/Time:	Date/Time