



## RESEARCH ASSISTANT - FORMULATIONS

Vive Crop Protection is seeking a  
**Research Assistant**  
to fill a permanent position in our Mississauga facility

Vive Crop Protection is creating new possibilities in crop protection. We strive for excellence and this is reflected in our people. As our business grows we are looking to attract individuals with the same vision. Join a team of dynamic, motivated and passionate people.

### POSITION SUMMARY

- The Research Assistant (Formulations) is part of the formulations research team and reports to a Senior Chemist and/or Team Lead. Work generally revolves provision of technical support to the formulations team and is focused on several methods of analyses and/or experiments that are well understood and normally with standard procedures to follow (established SOPs). New activities or responsibilities are of a routine nature or applying skills used in other tasks.

### SPECIFIC RESPONSIBILITIES INCLUDE:

- Set up and execute experiments according to established SOPs or as directed by more senior staff. May be asked to analyze results and prepare detailed reports/presentations for assigned work to various audiences including Team Leads, Chemists and Senior Chemists, and other members of the team through weekly meetings, presentations, and technical reports.
- Provides support to the formulations team staff and works with other Vive scientists toward a determined goal or deliverable.
- Performs scientific activities requiring accuracy of calculations, completeness of data and general adherence to prescribed methods and SOPs. This includes sample analysis, instrument calibration and maintenance, and setting up of experiments as directed by senior staff.
- May also be asked to help scientists to develop new methods and SOPs or improve existing ones.
- Ensures the accuracy of calculations, completeness of data, and adheres to prescribed method when applicable.
- Has contact with external suppliers or service providers to obtain or provide information.
- Keeps up to date with the latest technical developments in the related area.
- Will respond to inquiries regarding the sample analyses they perform and route more complicated issues or questions as required.
- Maintains up-to-date working records, such as lab notebooks and sample reports (sample data pages, data summary tables, etc.).
- Follows all applicable employment, health and safety legislation. Demonstrates corporate values in the performance of the work and interactions with others.
- Performs other job-related duties as necessary.

### DECISION MAKING & ACCOUNTABILITY



- Incumbents are initially managed closely by more senior staff until tasks are mastered, then generally work independently within established procedures associated with the specific job function. Incumbents may require direction with new instrument or changed SOPs.
- Can initiate new processes or take on additional responsibilities with the prior approval of supervisor (testing improvements to existing methods that could improve accuracy or speed up procedures).
- Has some latitude to create and implement process improvements within the confines of achieving objectives of the role (ex. suggests new instruments or changes to methods that would increase productivity or improve data accuracy).
- Decisions beyond the scope of the role are generally validated or approved by manager or more senior staff member.

#### EDUCATION AND EXPERIENCE

- B.Sc. in a scientific discipline or equivalent
- 0-3 years related experience in a relevant field such as Chemistry, Process Engineering

#### KNOWLEDGE, SKILLS & ABILITIES

- Good experimental research skills; data analysis and statistical skills; very good computer skills including with spreadsheets, office programs and applicable software applications.
- Proficiency with the instruments and procedures required to accomplish the job.
- Understands the organization and department's goals and the formulation team's objective in meeting those goals.
- Good analytical and problem solving skills, creativity and innovation, organizing and planning skills, ability to work under pressure in a multitask environment, good oral and written communication skills, very good interpersonal skills, team skills, propensity to continuous learning and experimenting.
- Personal attributes: sense of goal, self-motivation, pride in work, objectivity, cooperativeness, approachability, positive outlook, enthusiasm, and adaptability to changing business requirements.

#### WORKING CONDITIONS AND HOURS

- Most the work is performed in an environment that is normally clean and comfortable. Some of the work is performed in an environment where exposures to physical, chemical and biological hazards exist under controlled conditions.
- Potential hazards may include: noise, temperature extremes, biohazards and hazardous chemical products. Standard safety procedures will describe personal protective devices that are mandatory requirements of performing the work.
- Work will be located at Vive's laboratories in Mississauga.

To apply, send your resume to [researchassistant@vivecrop.com](mailto:researchassistant@vivecrop.com)

We thank all applicants for their interest in joining our team; however, only those candidates selected for an interview will be contacted.

