How many entry-level positions in life science and biotech areas are currently open? Please exclude all nursing positions. (Examples include: lab technicians, data scientists, clinical assistants, medical equipment repairers, clinical data managers, QA analysts, etc.)	How many entry-level roles do you anticipate hiring within the next 3 years?	How many of these jobs will be in North Texas?	Which roles do you need to fill? How many of each role are you intending to fill? Please be as detailed as you can, and please include ONET and NCAIS job codes, if you know them.	Do these positions require college degrees? If so, please specify which positions require college degrees.	What skills are you looking for in each open position?	Of those entry-level roles, what is the wage/salary range you anticipate offering to new hires? Please provide anticipated salary for each open position.	What does a benefits package include for your entry-level employees? You may keep your response high-level (e. g. health insurance, retirement account, etc.).	Are there processes in place to ladder up or are there career growth opportunities in said roles? Please describe.
2	10	9	QA associate, Manufacturing engineer	Some no, some yes	attention to detail, integrity, reliability	$60-90k	health ins, 401k.	Yes, we are a young company and growing.
50	150	125	Pharmaceutical manufacturing operator. Warehouse manager. Quality manager. Lab technician.	No	Entry-level, trainable.	$25-50/hr	Health insurance	Yes, career path from technician/operator to manager to supervisor.
2	5	5	Entry-level positions we are presently recruiting are in our R&D labs. Research scientist, chemist, biology researcher	All do, typically a PhD	Solid academic background in polymer chemistry and/or biology, strong scientific knowledge/rigor from lab work and research, communication skills including the ability to present findings.	$60k/yr to $85k/yr - all employees are eligible for bonus and also receive stock options - so focusing just on the wage range is a bit misleading in our case	Yes. Medical, Dental, Vision, Short Term Disability, Long Term Disability, Life Insurance, Flex Spending Acct or Health Savings Acct, 401(k) with company contribution	As a pre-revenue biotech, our career advancement is still under development. However, employees that stand out in their performance and contributions are promoted and given increased responsibility and compensation.
301	Patient Care Technicians = approximately 156 avg per year Medical Assistants = approximately 122 avg per year Lab Technicians = approximately 23 avg per year	All	Patient Care Technicians = approximately 156 avg per year Medical Assistants = approximately 122 avg per year Lab Technicians = approximately 23 avg per year	No	Strong verbal and written communication skills. Ability to function in a fast-paced environment. Strong critical thinking, problem solving and organizational skills. Proficient in basic computer skills. Prefer: Venipuncture skills with all age groups.	Minimum $15 per hour (depends on experience)	401(k) with match, paid time off, competitive health insurance choices, healthcare and dependent care spending account options, wellness programs, tuition reimbursement, and student loan repayment program. Across open roles, benefit offerings are similar with differences in premium costs and maximum eligibility for tuition reimbursement.	Yes, individuals have the opportunity to grow careers
We have filled all current entry-level positions in 2021. For 2022, will have around 25 entry-level openings.	Over the next three years, the estimate for entry-level roles would be 100.	Approximately, 20 will be in North Texas	N/A currently for entry level roles.	For our entry level roles, some will require scientific degrees, while others will require only a HS diploma. We do prefer certifications in biotechnology, biomanufacturing.	N/A for entry level roles. For other positions in the Dallas area, we are looking for Regulatory Affairs expertise, project management skills and clinical expertise	$50,000-$60,000	All employees receive the same benefits – health insurance, dental, vision, 401K (match up to 3%), 160 hours of vacation, 11 holidays (currently also have a holiday shutdown), additional leaves	Currently we do not have career ladders in place, but will be putting these in place in 2022. There will be career growth for advancement in levels as well as opportunities in other functions.
1000	3000-5000	All of them	Clinical Lab Assistants, Medical Office Assistants, Medical Technologists, Medical Technicians, Clinic Staff Assistants, Animal Care Attendants, Administrative Assistants, Phlebotomists, Research Associates, Research Technician	Most do not.	Clerical skills, Detail oriented, Customer Service, Positive attitude. The clinical jobs require skillsets in their own disciplines.	$15hr and up.	Full benefits package with free medical insurance for the employee	Some of our roles do have career ladders. It depends on what the employee's interests are. There is a lot of room to grow.
883	2,650	100%	Respiratory Therapist, Medical Lab Technician, Medical Technologist, Phlebotomist, OR Technician	High school diploma, degree or certification needed	Diploma, Degree or specialized certifications for the respective roles. Technology/systems knowledge. Able to demonstrate competency in positions and advanced care practices and education skills. Ability to listen, interact and communicate verbally and in writing. Delivery of quality care and services.	Respiratory Therapist - $25.41 - $38.11 Medical Lab Technician - $20..99 - $31.48 Medical Technologist - $25.41 - $38.11 Phlebotomist - $15.37 - $21.52 OR Technician - $23.10 - $34.64	3 medical plans, 3 dental plans, and 2 vision plans; Short-Term; Short-Term Disability; Employee and dependent Life Insurance; Flexible Spending Account; 401K, Supplement Life Insurance, Legal benefits, pet insurance. Low co-pay urgent care for specialty adult and pediatric urgent care and virtual care visit; Generic prescriptions paid at 100%; Financial Fitness programs; Online retirement tools	Career Ladder, Assoc Degree Nursing
300	>1,000	~200	Associate Business Intelligence Analyst, Sr. Associate Business Intelligence Analyst, Associate Data Management Analyst, Sr. Associate Data Management Analyst, Sr. Associate Data Scientist, Data Support Associate, Sr. Data Support Associate, Data Support Representative, Sr. Data Support Representative, Associate Clinical Programs Analyst, Sr. Associate Clinical Programs Analyst, Sr. Clinical Programs Associate, Clinical Programs Coordinator, Sr. Clinical Programs Coordinator, Sr. Clinical Research Associate, Clinical Research Specialist, Sr. Clinical Research Specialist, Sr. Associate Clinical Research Analyst, Health Services Associate, Sr. Health Services Associate, Specialist Health Services, Lead Health Services, Associate Health Services Analyst, Associate Biomed Tech, Biomed Tech, Associate Utility Tech	About 20% require a college degree.	Data mining, R, SQL, Python, Machine Learning, Statistics, Clinical Research, Data Entry, Database Management, Biomed Maintenance Technician skills, Basic Computer Skills,	$33k - $70k	Health Insurance, 401k with matching, Paid Time Off with Holiday pay, Tuition Reimbursement	Career levels exist that allow for advancement. Positions are often filled with internal talent creating growth opportunities.
~500 nationally	5000	500	Lab Techs, Pharma Techs, data scientists, clinical assistants, imaging / rad techs, medical equipment techs	Depends on the role	See roles above. The biggest gaps are probably in the imaging, lab, and pharma tech spaces, mostly in acute care settings	Market midpoint rates	Full benefits for full time employees, such as health insurance, 401K, dental, etc.	Yes, in most roles. There is typically an opportunity to advance, but this also depends on location and size of the facility. One of the few benefits of turnover, is that it creates opportunities for moving up rapidly (for high performing individuals)
None	150	150	Bio Manufacturing Technicians/Operators, Production, Quality	Biotechnology, Biochemistry or similar	Attention to detail and communication	$14-20/hr	Benefits, 401k, Wellness expense, bonus'	Yes there will
15	200	200	Lab Support Specialist and Medical Tech Lab Scientist	Lab Support Specialist does not but Medical Tech Lab Scientist requires a Bachelors	Med Tech Lab Scientist - Clinical Laboratory Improvement Amendment (CLIA) Lab Support Specialist - Inventory Control, Specimen Processing - Customer Service	Lab Support Specialist - Lab Support Specialist is $15 - $22/hr. (Min pay $20) Med Tech Lab Scientist - $25.89 - $41.42	Health Insurance, Retirement Account, Tuition Reimbursement, Employee Assistance Program	As an expanding and fast growing organization, there would be opportunities to move into leadership roles