Competencies for CRE Biostatisticians I-IV

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| **Competency** | Biostatistician I | Biostatistician II | Biostatistician III | Biostatistician IV |
| **Leadership** |  |  | * + Mentors new biostatisticians and clearly communicates expectations for their work using the KPE document | * + Supervises statistical work on projects as assigned   + Leads the development of new or updated processes and tools |
| **Technical Knowledge** | * + Demonstrates knowledge of standard statistical analysis procedures   + Demonstrates general programming skills or basic programming skills in at least one statistical programming language | * + Demonstrates moderate programming skills in at least one statistical programming language | * + Demonstrates familiarity with a wide range of basic and advanced statistical techniques   + Demonstrates expertise in data analysis and dataset programming in at least one statistical programming language | * + Demonstrates expertise in a wide range of basic and advanced statistical techniques |
| **Communication** | * + Uses clear and consistent language in spoken and written exchanges   + Gives and receives constructive feedback | * + Able to accurately explain statistical techniques and results | * + Able to clearly explain statistical techniques and results |  |
| **Relationship Management and Teamwork** | * + Demonstrates team-building skills that enhance the learning environment | * + Assists others as needed | * + Freely shares expertise with others |  |
| **Ownership** | * + Completes all assigned tasks within agreed upon timeframes   + Accepts responsibility for assigned work   + Contributes to study risk assessment and risk monitoring plan and helps ensure that risks are monitored on the agreed upon schedule   + Actively expands knowledge of statistical methods and programming |  | * + Independently completes all assigned tasks within agreed upon timeframes   + Manages and successfully negotiates project work and timelines   + Seeks opportunities to become involved in statistical leadership | * + Key contributor in project deliverables |
| **Critical Thinking** | * + Makes decisions within authority and escalates to higher authority when needed | * + Identifies ways to reduce redundancy | * + Proposes improvements to standards, tools, and processes | * + Proposes and implements novel approaches to addressing study needs |