

Assistant Biosafety Officer, aBSO (5303C) - 83152
University of California, Berkeley

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Posted Dec. 23, 2025, set to expire Jun. 30, 2026

Job Title	Assistant Biosafety Officer, aBSO (5303C) - 83152
Department	Office of Environment, Health & Safety
Institution	University of California, Berkeley Berkeley, California
Date Posted	Dec. 23, 2025
Application Deadline	Open until filled
Position Start Date	Available immediately
Job Categories	Professional Staff
Academic Field(s)	Biology - General Biology - Molecular Biology - Microbiology Sciences - General
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Job Description

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About Berkeley

At the University of California, Berkeley, we are dedicated to fostering a community where everyone feels welcome and can thrive. Our culture of openness, freedom and belonging make it a special place for students, faculty and staff.

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As a world-leading institution, Berkeley is known for its academic and research excellence, public mission, diverse student body, and commitment to equity and social justice. Since our founding in 1868, we have driven innovation, creating global intellectual, economic and social value.

We are looking for applicants who reflect California's diversity and want to be part of an inclusive, equity-focused community that views education as a matter of social justice. Please consider whether your values align with our [Guiding Values and Principles](#), [Principles of Community](#), and [Strategic Plan](#).

At UC Berkeley, we believe that learning is a fundamental part of working, and provide space for [supportive colleague communities via numerous employee resource groups](#) (staff organizations). Our goal is for everyone on the Berkeley campus to feel supported and equipped to realize their full potential. We actively support this by providing all of our full-time staff employees with at least 80 hours (10 days) of paid time per year to engage in professional development activities. Find out more about how you can [grow your career](#) at UC Berkeley.

Departmental Overview

The Office of Environment, Health & Safety's (EH&S) mission is to provide guidance and services to the campus community that promote health, safety, and environmental stewardship.

EH&S is a highly dynamic, fast paced, committed organization focused on promoting workplace safety and environmental protection for the campus community. We are comprised of many scientific, technical, and administrative professionals, working in an evolving, learning, and sometimes challenging environment with a unified goal of supporting the University's mission of teaching, research and public service. EH&S strives to be an inclusive, service oriented, and operationally excellent organization and is seeking highly motivated individuals who want to learn, be creative, seek continuous competency development, and contribute to our mission.

For more information, visit <http://ehs.berkeley.edu>

Position Summary

The Assistant Biosafety Officer (aBSO) serves as a technical associate to the Campus Biosafety Officer, ensuring the safe use of campus biological agents, recombinant DNA and biohazards in accordance with NIH Guidelines and other applicable regulations. The aBSO reviews research, teaching, and biological use authorization (BUA) protocols and procedures for use in chemical safety and biosafety, and ensures compliance with federal, state, and university mandated laws, regulations and policies.

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They also monitor compliance by conducting initial and follow-up on-site inspections of laboratory research facilities that conduct biosafety research; and provides support to other research and laboratory safety programs.

Application Review Date

The First Review Date for this job is: 12/30/2025. For full consideration, please apply by 01/05/2026. This position is open until filled.

Responsibilities

Develops, implements and monitors biosafety compliance of biological research labs on campus that work with toxins and/or human or nonhuman blood, body fluids, tissues, cell or cell lines, recombinant DNA, plant and animal pathogens, and transgenic species, including but not limited to:

- Reviews Biological Use Authorizations (BUAs) and procedures to ensure compliance with CDC, NIH and other applicable university, state and federal regulations and requirements.
- Communicates with BUA holders regarding their BUA and regulatory training compliance status, monitors biosafety cabinet certification status, monitors Material Transfer Agreements, as well as other dynamic lab specific information.
- Designs new and / or recommends improvements to existing processes and procedures.
- Performs outreach and communication to organization within relevant field, and performs training to clients and colleagues.
- Supports Institutional Biosafety Committee (IBC).
- Serves as a technical associate to the Campus Biosafety Officer, ensuring the safe use of campus bioagents and biohazards via development of program improvements to ensure compliance with regulatory standards and guidelines.

Performs technical work related to field(s) of expertise: Animal Research Biosafety

- Conducts biosafety inspections of animal research facilities, including vivaria and procedure rooms, to assess compliance with relevant regulations, and institutional policies.
- Identifies corrective actions and writes detailed inspection reports documenting findings, risks, and recommendations.
- Responsible for inspection follow-up, verifying implementation of corrective actions, and elevating issues to the Biosafety Officer (BSO) or appropriate leadership when needed.
- Assists in investigating biological or animal-related incidents, contributing to root cause analyses, documentation, and development of corrective and preventive action plans.

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- Supports ongoing development and refinement of the animal biosafety program, including SOP creation, risk assessment tools, and training materials.
- Supports controlled substances program components in animal research to ensure proper authorization, secure storage, accurate recordkeeping, and compliant disposal.
- Provides guidance to animal researchers and husbandry staff on safe work practices, engineering controls, PPE, workflow optimization, and implementation of animal biosafety level (ABSL) requirements.
- Coordinates with veterinary, environmental health and safety, and research oversight groups to maintain a consistent, compliant, and risk-aware animal research environment.
- Reviews Animal Use Protocol (AUP) submissions for accuracy and completeness from a biosafety perspective, confirming alignment with hazard mitigation strategies, facility capabilities, and species-specific considerations; ensures timely communication of biosafety-related stipulations back to investigators.
- Serves as a liaison to the Institutional Animal Care and Use Committee (IACUC) by providing biosafety-specific expertise during protocol review cycles, attending designated meetings as needed, and helping interpret how biosafety requirements intersect with animal welfare standards. Supports cross-committee communication to strengthen oversight continuity and reduce gaps between biosafety and animal care expectations.
- Collaborates with ACUC administrative staff to track trends in protocol-related biosafety issues, contribute to committee and PI educational initiatives, and assist in developing process improvements that streamline the integration of biosafety considerations into the animal research review framework.

Performs technical work related to field(s) of expertise: Biosafety

- Conducts biosafety inspections of laboratories that work with human, plant or animal pathogens and recombinant DNA, including defining corrective actions and writing reports.
- Responsible for inspection follow-up and recommending to BSO appropriate corrective actions and elevating as needed.
- Investigates biological incidents, which may result in writing regulatory incident reports, root cause analysis, and devising recommendations for corrective actions as needed.
- Conducts periodic audits of agent inventory to verify BUA accuracy.
- Provides guidance to researchers in the field or laboratory regarding safe work practice alternatives, such as safe sharp implementation or workflow design changes.

Provides safety consultation and workplace hazard assessment based on need by campus clients.

- Investigates incidents, complaints, and assists with follow-up action items.

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- Consults with researchers in their labs, and involves EH&S SMEs as needed to reduce hazards and support safer research operations.
- Adjusts methodologies to meet changing regulatory and scientific environment.
- May provide support to other EHS programs, including Lab Safety Program, Respiratory Protection Program, and Controlled Substances Program, and any other program per business needs.
- May work with the Office of Technology Licensing and EH&S Shipping Specialist on bio-related shipping requests to ensure compliance with DOT and IATA guidelines.

Within specific field of biosafety, maintains knowledge/expertise on existing/proposed changes in all regulations; interprets and applies relevant laws, regulations, codes and standards, including making recommendations for work environment changes based on interpretations and principles of professional practices. (See **Governing Laws and Regulations below)

- Completes and maintains compliance on campus/systemwide training requirements, as well as any training necessary per role.

Staff development:

- Works on professional committees and assignments, participates in professional training and attends relevant conferences, and/or is mentored or coached on a formal or informal basis.

Member of Designated Spill Response Team (Regular rotation, 24/7, every 6-8 weeks, or more frequently as needed.)

- Provide technical support to the Dedicated Spill Response Team (DSRT) program by serving as a "Designated Responder". Must be accessible via telephone and readily available to respond on-scene to emergencies (e.g., a chemical spill) during business hours. Will perform directly or coordinate any necessary field activities to evaluate and mitigate a hazard.
- Provide technical support to the DSRT program by serving as the "Lead Off-Hours Responder". Must be accessible by UCPD via telephone and readily available to respond on-scene to emergencies (e.g., a chemical spill) during non-business hours. Must be within one hour of campus and may not engage in activity that will affect the ability to respond.
- To serve as a designated responder, incumbent must meet the specific requirements of the DSRT program as outlined in the EH&S DSRT Program Guidelines. These include occupational physical qualifications.
- Medical baseline is required.

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EH&S Emergency Response

- At the request of campus management (EH&S Director, VC Administration/ Research, UCPD Chief, or designated alternate), serve in a designate role within the EH&S Emergency Support Function and be on call to the campus Emergency Operations Center in a campus designated disaster or campus hazardous material release/threatened release. Provide appropriate emergency response role based upon expertise and, where applicable, designated departmental role.

Required Qualifications

- Thorough knowledge/understanding of specific EH&S field(s): biosafety, including related laws and regulations; and general knowledge/understanding of all EH&S fields.
- Thorough knowledge and skill in applying and interpreting applicable local, state, and federal regulations and related standards and guidelines.
- Strong scientific background is needed to understand the use of technology and relevant scientific equipment at the cutting edge of scientific research.
- Thorough written, verbal, and interpersonal communication skills, including political acumen and the ability to communicate effectively in a variety of environments.
- Independent worker with strong problem solving and analytical skills to organize, prioritize, and manage the successful completion of projects on time and within budget constraints.
- Basic knowledge and experience with emergency preparedness involving biohazardous agents.
- Bachelor's degree in related area and/or equivalent experience/training.

Preferred Qualifications

- MS, MPH, or PhD in Biological Science, Microbiology, Molecular Biology, and/or equivalent experience/training.
- Professional certification preferred, e.g., Registered Biosafety Professional (RBP) or Certified Biological Safety Professional (CBSP).

Governing Laws and Regulations

- USDA Agricultural Bioterrorism Protection Act of 2002; Possession, Use and Transfer of Biological Agents and Toxins.
- DHHS Regulations for the Possession, Use, and Transfer of Select Agents and Toxins.
- NIH Guidelines for Research Involving Recombinant DNA Molecules.

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- NIH/CDC Guidelines "Biosafety in Microbiological and Biomedical Laboratories".
- Cal/OSHA Bloodborne Pathogens Standard.
- Cal/OSHA Lab Hood Standard.
- Cal/OSHA Airborne Transmissible Disease Standard.
- California Medical Waste Management Act.
- IATA, DOC, DOT, USDA, CDC, USFW, CDFA, CDFG transportation, importation and shipping regulations.
- USDA Field Release Permits.
- EPA Field Release Regulations.
- Applicable Cal/OSHA standards (Aerosol Transmissible Diseases, Hazardous Chemicals in Laboratories, Fume).
- Hoods and Biological Safety Cabinets, IIPP, HAZWOPER).
- City of Berkeley Hazardous Materials Ordinance.
- National Science Advisory Board for Biosecurity guidelines.
- California Department of Fish and Wildlife Regulations governing transgenic aquatic animals.

Salary & Benefits

For information on the comprehensive benefits package offered by the University, please visit the University of California's [Compensation & Benefits](#) website.

Under California law, the University of California, Berkeley is required to provide a reasonable estimate of the compensation range for this role and should not offer a salary outside of the range posted in this job announcement. This range takes into account the wide range of factors that are considered in making compensation decisions including but not limited to experience, skills, knowledge, abilities, education, licensure and certifications, analysis of internal equity, and other business and organizational needs. It is not typical for an individual to be offered a salary at or near the top of the range for a position. Salary offers are determined based on final candidate qualifications and experience.

The budgeted annual salary range that the University reasonably expects to pay for this position is \$82,800.00 - \$116,300.00, commensurate with experience.

- This is an exempt monthly-paid position.

How to Apply

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- To apply, please submit your resume and cover letter.

Other Information

- This position is governed by the terms and conditions in the agreement for the Research Support Professionals Unit (RX) between the University of California and the University Professional and Technical Employees (UPTe). The current bargaining agreement manual can be found at: <http://ucnet.universityofcalifornia.edu/labor/bargaining-units/rx/index.html>
- This is not a visa opportunity. This position does not include sponsorship of a new consular H-1B visa petition that would require payment of the \$100,000 supplemental fee.
- This position is eligible for up to 40% hybrid work. Exact arrangements are determined in partnership with your supervisor to meet role responsibilities and department needs, and are subject to change.

Conviction History Background

This is a designated position requiring fingerprinting and a background check due to the nature of the job responsibilities. Berkeley does hire people with conviction histories and reviews information received in the context of the job responsibilities. The University reserves the right to make employment contingent upon successful completion of the background check.

Physical Exam

- Employment is contingent upon passing a physical exam.

SB 791 and AB 810 Misconduct Disclosure Requirement: As a condition of employment, the final candidate who accepts a conditional offer of employment will be required to disclose if they have been subject to any final administrative or judicial decisions within the last seven years determining that they committed any misconduct; received notice of any allegations or are currently the subject of any administrative or disciplinary proceedings involving misconduct; have left a position after receiving notice of allegations or while under investigation in an administrative or disciplinary proceeding involving misconduct; or have filed an appeal of a finding of misconduct with a previous employer.

"Misconduct" means any violation of the policies or laws governing conduct at the applicant's previous place of employment, including, but not limited to, violations of policies or laws prohibiting sexual harassment, sexual assault, or other forms of harassment, discrimination, dishonesty, or unethical conduct, as defined by the employer. For reference, below are UC's policies addressing some forms of misconduct:

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[UC Sexual Violence and Sexual Harassment Policy](#)

[UC Anti-Discrimination Policy](#)

[Abusive Conduct in the Workplace](#)

Equal Employment Opportunity

The University of California is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, protected veteran status, or other protected status under state or federal law.

To apply, visit

https://careerspub.universityofcalifornia.edu/psc/ucb/EMPLOYEE/HRMS/c/HRS_HRAM_FL.HRS.CG_S

Contact Information

Please reference Academickeys in your cover letter when applying for or inquiring about this job announcement.

Contact

N/A

University of California, Berkeley

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