

# PAVIR Talent Community

When you meet Danniell, you start smiling immediately! His positivity shines through and it brightens your day. He moved to the Bay area from Central Valley, where farmland jobs are prevalent and other work is difficult to find.




Danniell enjoys working with Kevin Limjoco, who joined PAVIR five years ago and has been promoted to a Supervisor in 2020. "Kevin treats everyone fairly and equally, and helps me when something is unfamiliar", says Danniell. What he appreciates the most about his job? "Teamwork! It's like family here, everyone is nice and supportive".

We are happy to have you at PAVIR, Danniell!



**Danniell Bravo**  
Lab Technician

## Diversity, Equity, Inclusion and Accessibility at PAVIR

Equality	Equity	Justice
		
<p>The assumption is that everyone benefits from the same supports. This is equal treatment.</p>	<p>Everyone gets the supports they need (this is the concept of "affirmative action"), thus producing equity.</p>	<p>All 3 can see the game without supports or accommodations because the cause(s) of the inequity was addressed. The systemic barrier has been removed.</p>

We have a **vision** to create a diverse, inclusive, and respectful space that aims for equity, equality, and justice for all employees, Veterans, and the community we serve.

PAVIR's **Diversity, Equity, Inclusion and Accessibility** (DEIA) Council members represent a cross-section of our

community: PAVIR employees from Basic Science and Clinical Research laboratories, Principal Investigators, and members of the PAVIR leadership.

Have questions or want to learn how you can support this important work? Email Maheen Adamson, Co-Chair of the DEIA Council, at [madamson@pavir.org](mailto:madamson@pavir.org)

*Image credit: Adaption of work by Interaction Institute for Social Change. Artist: Angus Maguire.*

## Benefits

Summary of benefits available to PAVIR employees, depending on eligibility.

[» See Benefits at a Glance](#)

## Job Opportunities

View and apply for available positions or search jobs that suit your specific career interests.

[» See Open Positions](#)

Please [click here](#) to view our Life Sciences Research Associate I LCA Posting Notice.

PAVIR engages in nonprofit health research and works with sponsors and the Veterans Affairs Palo Alto Health Care System (VAPAHCS) in administering funds for conducting research to find new and improved ways to combat human disease and help people with disabilities.

As an equal opportunity employer, PAVIR will always endeavor to select the best qualified individuals based on job-related qualifications, irrespective of such factors as race, color, national origin, religion, sex, gender identity, pregnancy, physical or mental disability, medical condition, e.g., cancer-related or genetic characteristics, ancestry, marital status, age, sexual orientation, citizenship, or status as a covered veteran or on any basis prohibited by federal, state or local law.

We attract and retain talented employees who believe in making a difference in the lives of others through their on-going research. In addition to a competitive salary, PAVIR offers a benefits package that includes a choice of medical, dental and vision plans, life and AD&D insurance, flexible spending accounts, Employee Assistance Program and a generous 401(k) retirement plan as well as various leave and holiday benefits. (If the position is less than full-time, certain benefits may not accrue to the employee; this will be verified at time of employment.)

Without Compensation (WOC) appointment requirements: All PAVIR employees are required to have a completed WOC appointment with VAPAHCS. The WOC appointment consists of background clearance, online training, fingerprinting, TB tests, education verification, and other components. The WOC appointment is managed by the Research Administration office at VAPAHCS.

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