



Biomedical Sciences

Background Information: Institut Pasteur du Cambodge (IPC) is a Cambodian non-for-profit research institution established in 1953, IPC is today a scientific research establishment declared of public utility placed under the high patronage of the Ministry of Health of the Kingdom of Cambodia and under the responsibility of the Institute Pasteur on the scientific and technical levels. IPC is a member of the Pasteur Network, which brings together 33 institutes present on five continents. It shares the Pasteurian values and the ethical charter to which the Pasteur Institutes are bound. IPC has more than 250 employees, including about 30 expatriates of 10 nationalities and includes 5 research units. It carries out research activities in health biology, public health and service activities (Medical Biology Laboratory, vaccinations and water and food analyses) and training.

Job Family: Health Services

Sub-Job Family: Biomedical Sciences

Overview: Within the biomedical sciences sub-job family at our research institute, professionals play a pivotal role in advancing our mission of conducting life science and health research focused on infectious diseases and emerging pathogens. These professionals are responsible for conducting critical analyses, contributing extensively to public health surveillance and response efforts.

Operating within rigorous regulatory frameworks and ethical guidelines, professionals within the biomedical sciences sub-job family uphold the highest standards of laboratory practices. They continually enhance their expertise and innovate in their respective fields. As they progress in their careers, these professionals contribute to strategic decision-making and collaborative initiatives, fostering interdisciplinary partnerships to advance research objectives. Their dedication and expertise are instrumental in integrating biomedical sciences into our institute's core research activities, thereby facilitating impactful contributions to public health and scientific knowledge.

Level	Profile	Purpose
1	Biomedical Sciences Manager	Jobs at this level play a pivotal role in overseeing the operational aspects for specific sectors in the laboratory units performing health services. They work closely with the head of units to ensure the effective functioning of laboratory operations, adherence to regulatory standards, and the delivery of high-quality biomedical services. They are responsible for coordinating resources, operational efficiency, staff development and implementation of best practices in laboratory management and biomedical sciences.
2	Biomedical Sciences Director	Jobs at this level provide strategic leadership and oversight for laboratory units performing health services. They collaborate closely with senior management to shape the direction of biomedical research initiatives and public health surveillance efforts related to infectious diseases and emerging pathogens. They ensure the highest standards of laboratory practice, quality assurance, and regulatory compliance across all biomedical services provided by the organization. They lead the development and implementation of research strategies, foster innovation, and promote interdisciplinary collaboration within the biomedical sciences community.

Level 1: Biomedical Sciences Manager

Job Purpose:

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Accountabilities:

Description	Key Result Areas
1. Develop and execute strategic plans for specific sectors of their speciality (e.g., Microbiology, mycobacteriology) to advance research on infectious diseases and emerging pathogens.	<ul style="list-style-type: none"> Strategic plans developed and implemented for each sector, aligning with organizational research objectives.
2. Lead and supervise the specific sector's operations, including sample processing, data analysis, and equipment maintenance, ensuring accuracy, efficiency, and compliance with quality standards.	<ul style="list-style-type: none"> Operations streamlined for optimal efficiency and accuracy, with minimal errors and delays.
3. Implement and enforce protocols and procedures for laboratory operations, emphasizing adherence to regulatory requirements, industry standards, and best practices in biosafety and biosecurity.	<ul style="list-style-type: none"> Comprehensive protocols and procedures established and followed, ensuring compliance with biosafety and biosecurity standards.
4. Oversee the organization and allocation of resources, including personnel, equipment, and supplies, to support the sector's research activities and public health initiatives effectively.	<ul style="list-style-type: none"> Resources effectively allocated and utilized to support research activities and public health initiatives.
5. Secure funding and grants to support research activities and clinical trials, including proposal writing, budget development, and grant management, in collaboration with funding agencies and partners.	<ul style="list-style-type: none"> Successful securing of funding and grants for research activities
6. Foster a collaborative and innovative work environment within the sector, promoting teamwork, professional development, and knowledge sharing among staff members and technicians.	<ul style="list-style-type: none"> Collaborative work environment established, promoting teamwork, professional growth, and knowledge sharing among staff.
7. Develop and maintain partnerships with internal and external stakeholders, including researchers, public health agencies, and industry partners, to facilitate collaboration and resource sharing for research and testing initiatives.	<ul style="list-style-type: none"> Partnerships forged with key stakeholders to facilitate collaboration and resource sharing for research and testing initiatives.

8. Evaluate emerging technologies and methodologies relevant to biomedical sciences and infectious disease research, recommending adoption or integration into existing laboratory processes and procedures.	<ul style="list-style-type: none"> Emerging technologies and methodologies evaluated and integrated to enhance research capabilities and efficiency.
9. Conduct regular evaluations and assessments of sector performance, identifying areas for improvement, optimization, and expansion to support the organization's mission and objectives effectively.	<ul style="list-style-type: none"> Sector performance evaluated regularly, with identified areas for improvement and optimization

Qualifications & Experience:

- PharmaD or Medical Doctor (MD) with Master Degree in Medical Biology or Master Degree in a related field
- 6 - 9 years of relevant working experience in Specialized Analysis Laboratory
- Prior 3 years of experience in managing a unit will be preferred

Technical Competencies:

- Advanced understanding of laboratory safety protocols, biosafety levels, and biosecurity measures relevant to handling infectious agents and hazardous materials.
- Experience in managing and troubleshooting laboratory equipment and instrumentation.
- Knowledge of regulatory requirements and quality standards applicable to such laboratories
- Experience in training and mentoring laboratory technicians and staff on laboratory practices, safety procedures, and quality control measures.
- Project management skills to plan operations within the specific specialised sector within defined timelines and budget.
- Proficient in designing and implementing laboratory testing protocols ensuring accuracy, reliability and compliance.

Behavioural Competencies:

- Collaboration and Teamwork:** Foster a collaborative work environment by effectively working with cross-functional teams, technicians, and external partners to achieve common goals in research and testing.
- Adaptability and Flexibility:** Demonstrate flexibility in responding to changing priorities, emerging research needs, and evolving regulatory requirements in the dynamic field of biomedical sciences.
- Problem-Solving:** Exhibit strong problem-solving skills to address technical challenges, troubleshoot laboratory issues, and implement innovative solutions to enhance efficiency and effectiveness.
- Communication and Stakeholder Engagement:** Communicate effectively with internal and external stakeholders, including researchers, government agencies, and community organizations, to build relationships, convey information, and address concerns.

Representative Jobs:
<ul style="list-style-type: none">• Pharmacist• Biologist