



## 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	<b>Biomedical Sciences Manager</b>	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	<b>Biomedical Sciences Director</b>	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 2: Biomedical Services Director

### Job Purpose:

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.

### Accountabilities:

Description	Key Result Areas
1. Provide strategic leadership and direction for the entire laboratory unit performing their role in the context of health services, overseeing the activities and performance of multiple specialised sectors.	<ul style="list-style-type: none"> <li>Strategic leadership provided, guiding the unit towards achieving organizational research objectives and public health goals.</li> </ul>
2. Develop and implement strategies, policies, and initiatives to advance research, testing, and public health surveillance efforts related to infectious diseases and emerging pathogens.	<ul style="list-style-type: none"> <li>Strategies, policies, and initiatives implemented to advance research, testing, and public health surveillance efforts effectively.</li> </ul>
3. Collaborate with senior management, research teams, and external partners to identify funding opportunities, secure grants, and cultivate relationships with donors and funding agencies to support laboratory unit's programs and projects.	<ul style="list-style-type: none"> <li>Strong pipeline of funding opportunities identified and secured</li> </ul>
4. Lead and coordinate cross-functional teams and working groups to address complex scientific challenges, develop innovative solutions, and translate research findings into actionable insights and public health interventions.	<ul style="list-style-type: none"> <li>Effective collaboration to address scientific challenges and develop innovative solutions.</li> </ul>
5. Ensure the laboratory unit's compliance with regulatory requirements, ethical standards, and best practices in biomedical research, testing, and surveillance, maintaining a strong culture of integrity, transparency, and accountability.	<ul style="list-style-type: none"> <li>Quality assurance and compliance to ensure adhere with regulations</li> </ul>
6. Foster a culture of excellence, collaboration, and continuous learning within the laboratory unit, providing mentorship, professional development opportunities, and recognition to staff members and researchers.	<ul style="list-style-type: none"> <li>Culture of excellence, collaboration, and continuous learning fostered within the unit</li> </ul>
7. Monitor and evaluate laboratory unit's performance metrics, including research outputs, testing capabilities, and public health impact, using data-	<ul style="list-style-type: none"> <li>Accurate performance metrics with identified areas</li> </ul>

**PASTEUR NETWORK**

driven approaches to assess effectiveness, efficiency, and areas for improvement.	of improvement and optimization
8. Represent the organization and the respective laboratory units at national and international forums, conferences, and meetings, advocating for policies and practices that promote global health security and infectious disease control.	<ul style="list-style-type: none"> <li>Effective representation at national and international level, advocating for policies and practices</li> </ul>
9. Provide expert guidance and advice to senior management, board members, and external stakeholders on biomedical sciences-related issues, trends, and developments, contributing to informed decision-making and strategic planning efforts.	<ul style="list-style-type: none"> <li>Informed decision making and strategic planning efforts</li> </ul>

**Qualifications & Experience:**

- PharmaD or Medical Doctor (MD) with Master Degree in Medical Biology or Master Degree in a related field
- 10 - 12 years of relevant working experience in Specialized Analysis Laboratory
- Prior 3 years of experience in managing a research unit will be preferred

**Technical Competencies:**

- Expertise in strategic planning and implementation of biomedical research and initiatives, with a focus on infectious diseases and emerging pathogens.
- Advanced knowledge of public health surveillance systems
- In-depth understanding of regulatory requirements and compliance standards for biomedical research institutions
- Proficiency in securing funding and grants for biomedical research projects, including grant writing, proposal development, and budget management.
- Experience in leading interdisciplinary research teams and fostering collaboration among scientists, clinicians, epidemiologists, and public health professionals.
- Advanced skills in risk assessment and management for research projects involving infectious agents or biohazards

**Behavioural Competencies:**

- Strategic Vision and Planning:** Develop a strategic vision for the biomedical sciences division, aligning research priorities, resources, and initiatives with organizational goals and public health needs.
- Decision-Making and Risk Management:** Make informed decisions based on comprehensive analysis, evaluation of risks, and consideration of ethical, legal, and regulatory implications in biomedical research and public health interventions.
- Influence and Advocacy:** Influence key stakeholders, policymakers, and funding agencies to support biomedical research priorities, advocate for investments in public health infrastructure, and advance policies that promote global health security.
- Strategic Partnerships and Collaboration:** Cultivate strategic partnerships and collaborations with academic institutions, government agencies, industry partners, and international organizations to leverage resources, expertise, and networks for collective impact in addressing infectious diseases and emerging pathogens.

<b>Representative Jobs:</b>
<ul style="list-style-type: none"><li>• Head of Unit</li><li>• Deputy Head of Unit</li><li>• Deputy Head of Laboratory</li></ul>