



## Clinical Research

**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:** Research

**Sub-Job Family:** Clinical Research

**Overview:** Roles within the clinical research sub-job family are integral to the success of our research institute, which is dedicated to life science and health research on infectious diseases and emerging pathogens. These professionals are essential in conducting research studies, epidemiological investigations, and clinical trials that contribute to public health surveillance and response efforts.

Members of the clinical research sub-job family operate within a framework of rigorous protocols, ethical guidelines, and regulatory standards. From junior clinical research assistants to distinguished senior clinical researchers, each role contributes to the generation of scientific knowledge and the translation of research findings into meaningful interventions. As individuals progress in their careers within this family, they bring increasing levels of expertise, strategic insight, and innovation to their roles, driving forward the organization's research agenda and advancing public health initiatives on a global scale.

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<b>Level</b>	<b>Profile</b>	<b>Purpose</b>
<b>1</b>	<b>Junior Clinical Research Assistant</b>	Jobs at this level engage in following standard operating procedures, data collection, and analysis under supervision, contributing to ongoing research projects focusing on infectious diseases and emerging pathogens. They assist in generating reports, adhere to established research protocols and ethical guidelines, and participate in collaborative research activities to enhance their understanding of clinical research methodologies.
<b>2</b>	<b>Clinical Research Associate</b>	Jobs at this level perform following standard operating procedures, data collection, and analysis as part of clinical research projects on infectious diseases and emerging pathogens. They assist in the preparation of research protocols, participant recruitment, and maintenance of research records. They also collaborate with interdisciplinary teams to support the implementation of clinical trials and operational research studies, ensuring compliance with regulatory requirements and data integrity standards.
<b>3</b>	<b>Clinical Researcher</b>	Jobs at this level coordinate various aspects of clinical research projects, ensuring adherence to protocols, regulatory requirements, and study timelines. They manage participant recruitment, data quality monitoring, and regulatory submissions, while also contributing to protocol development and data management plans. They provide mentorship and training to junior team members and resolve unique problems and complex issues that may arise.
<b>4</b>	<b>Senior Clinical Researcher</b>	Jobs at this level lead clinical research initiatives on infectious diseases and emerging pathogens, from conceptualization to publication. They develop research protocols, secure funding, and conduct data analysis to generate novel insights. They foster collaborations with external partners and mentor junior researchers, contributing to scientific knowledge and research excellence.
<b>5</b>	<b>Distinguished Senior Clinical Researcher</b>	Jobs at this level provide strategic leadership for clinical research programs, shaping research strategies and quality assurance processes. They serve as subject matter experts, leading collaborative research projects and contributing to policy development. They represent the organization at conferences and symposiums, disseminating research findings and promoting collaboration. They mentor emerging researchers and cultivate a culture of excellence and innovation within the research team.
<b>6</b>	<b>Distinguished Senior Clinical Researcher of Exceptional Class</b>	Jobs at this level provide visionary leadership and strategic oversight for clinical research programs, driving innovation and advancing research priorities. They establish collaborations with key stakeholders and global health organizations, advocating for evidence-based

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		practices and research ethics. They publish original research and contribute to policy development, serving as thought leaders in the research community while mentoring emerging researchers and fostering a culture of excellence.
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## Level 1: Junior Clinical Research Assistant

### Job Purpose:

Jobs at this level engage in following standard operating, data collection, and analysis under supervision, contributing to ongoing research projects focusing on infectious diseases and emerging pathogens. They assist in generating reports, adhere to established research protocols and ethical guidelines, and participate in collaborative research activities to enhance their understanding of clinical research methodologies.

### Accountabilities:

Description	Key Result Areas
1. Implementation of clinical research studies under supervision, following established protocols and procedures, while ensuring accuracy and integrity of data collection.	<ul style="list-style-type: none"> <li>Accurate and reliable clinical data collected for analysis</li> </ul>
2. Assist in data analysis and interpretation, contributing to the understanding of clinical outcomes and their relevance to the larger research study.	<ul style="list-style-type: none"> <li>Contribution to data interpretation leading to insights and scientific conclusions</li> </ul>
3. Collaborate with senior researchers to prepare reports, presentations, and manuscripts for publication, adhering to scientific writing standards and guidelines.	<ul style="list-style-type: none"> <li>Assistance in the preparation of high-quality reports and publications</li> </ul>
4. Participate in team meetings and discussions, sharing insights and observations, and contributing to the overall research direction and objectives.	<ul style="list-style-type: none"> <li>Active participation in team meetings leading to collaborative decision-making</li> </ul>
5. Stay abreast of relevant literature and research developments, continuously expanding knowledge and understanding of infectious diseases and emerging pathogens.	<ul style="list-style-type: none"> <li>Knowledge of current literature and research developments demonstrated through discussions and contributions</li> </ul>
6. Assist in the preparation and submission of research proposals and grant applications, under supervision, to secure funding for ongoing and future research projects.	<ul style="list-style-type: none"> <li>Assistance in the preparation of successful research proposals and grant applications</li> </ul>
7. Adhere to ethical guidelines and regulations governing research involving human subjects, ensuring the protection of participants' rights and welfare.	<ul style="list-style-type: none"> <li>Adherence to ethical guidelines demonstrated through research conduct and participant interactions</li> </ul>

**Qualifications & Experience:**

- Master's degree in a related field
- 0 - 3 years of relevant working experience in Clinical Research

**Technical Competencies:**

- Knowledge of good clinical practices (GCP)
- Knowledge of the clinical research methodology in infectious diseases and emerging pathogens research.
- Familiarity with data analysis software and statistical methods for basic data interpretation.
- Understanding of research ethics and regulatory guidelines governing human subjects research.
- Ability to effectively communicate research findings and updates within the research team.
- Familiarity in literature review and staying updated with current research trends and developments.
- Ability to maintain accurate and organized research records and documentation.

**Behavioural Competencies:**

- Adaptability: Embrace changes in research methodologies, and project requirements, demonstrating flexibility and resilience.
- Attention to Detail: Maintain accurate records, pay attention to experimental details, and ensure adherence to protocols and procedures.
- Communication: Effectively communicate experimental findings, challenges, and progress to supervisors and team members in a clear and concise manner.
- Learning Orientation: Display a willingness to learn and improve research skills, seek feedback, and engage in professional development opportunities.

**Representative Jobs:**

- PhD Student
- Epidemiologist