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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PASTEUR NETWORK

Level	Profile	Purpose
1	**Junior Clinical Research Assistant**	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.
2	**Clinical Research Associate**	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.
3	**Clinical Researcher**	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.
4	**Senior Clinical Researcher**	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.
5	**Distinguished Senior Clinical Researcher**	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.
6	**Distinguished Senior Clinical Researcher of Exceptional Class**	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

		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 2: Clinical Research Associate

Job Purpose:
Jobs at this level perform, 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.

Accountabilities:

Description	Key Result Areas
1. Execute research activities and protocols, including the execution of operational research studies, clinical trials, and data collection processes, ensuring adherence to established guidelines and timelines.	• Effective execution leading to the timely completion of research activities and adherence to protocols
2. Analyze collected data, interpret results, and contribute to the preparation of scientific reports, manuscripts, and presentations for dissemination and publication.	• Contribution to scientific reports and publications reflecting accurate data analysis and interpretation
3. Liaise with research team members, collaborators, and stakeholders, facilitating effective communication and collaboration across multiple research projects and initiatives.	• Effective communication and collaboration demonstrated through feedback and interactions with team members and collaborators
4. Assist in the development and implementation of research methodologies, clinical trials, procedures, optimizing efficiency in data collection and analysis.	• Enhanced efficiency and accuracy in data collection and analysis
5. Contribute to the identification and resolution of technical issues and challenges encountered during the research process, troubleshooting procedures as needed.	• Timely resolution of technical issues leading to uninterrupted research activities
6. Assist in the training of junior research staff, students and technicians, providing guidance and support in research methodologies.	• Effective training demonstrated through the development of junior staff, students and technicians
7. Participate in field studies to collect data and interact with study participants to explain study procedures and address any concerns that they may have.	• Robustness and validity of research findings • Effective communication of study procedures and requirements
8. Maintain accurate and up-to-date records of research activities, including experimental protocols, data sets, and regulatory documentation, ensuring compliance with institutional and regulatory requirements.	• Accurate and well-organized records maintained for regulatory compliance and research integrity

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Qualifications & Experience:

- Medical Doctor (MD) or Pharma D with PhD in a related field
- 0 - 3 years of relevant working experience in Clinical Research

Technical Competencies:

- Proficiency in advanced clinical research procedures relevant to infectious diseases research.
- Proficient in data analysis and statistical methods for comprehensive data interpretation.
- In-depth knowledge of research ethics and regulatory requirements for clinical trials and human subjects research.
- Ability to provide guidance to junior research staff and students.
- Proficient in literature review skills and ability to critically evaluate research literature.
- Familiarity in maintaining regulatory compliance and documentation for research projects.

Behavioural Competencies:

- Collaboration: Actively collaborate with team members to accomplish research objectives, share insights, and contribute to problem-solving.
- Ethics and Integrity: Uphold ethical standards and integrity in all research activities, ensuring compliance with regulatory guidelines and ethical principles.
- Time Management: Manage time effectively to meet project deadlines, prioritize tasks, and allocate resources efficiently.
- Stakeholder Engagement: Engage with stakeholders, including research participants, collaborators, and supervisors, to foster positive relationships and promote research objectives.

Representative Jobs:

- Clinical Research Assistant
- Research Assistant
- Clinical Research Coordinator