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.

Institut Pasteur du Cambodge

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.

Institut Pasteur du Cambodge

PASTEUR NETWORK

Level 3: Clinical Research Associate

Job Purpose:
Jobs at this level coordinate various aspects of clinical research projects, ensuring adherence to protocols, regulatory requirements, and study timelines. They supervise 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.

Accountabilities:	
Description	**Key Result Areas**
1. Coordinate various aspects of research projects simultaneously, including clinical trials, ensuring adherence to protocol requirements, timelines, and budget constraints.	• Successful coordination of research projects with adherence to timelines and budget constraints
2. Coordinate cross-functional teams and external collaborators, fostering effective communication and collaboration to achieve research objectives and milestones.	• Collaborative efforts with cross-functional teams leading to achievement of research objectives and milestones
3. Provide mentorship guidance to junior research staff, facilitating their professional development and ensuring the successful execution of research protocols and procedures.	• Professional development of junior research staff demonstrated through guidance and support
4. Monitor and evaluate research data and outcomes, identifying trends, patterns, and areas for further investigation or analysis, and contributing to the interpretation and dissemination of results.	• Identification of trends and patterns leading to meaningful interpretation and dissemination of research outcomes
5. Conduct inspections over the course of clinical trials to ensure that they are conducted with sufficient technical rigour and address any issues that may arise	• Adherence to procedure protocols for clinical trials • Prompt corrective and preventive actions conducted
6. Ensure compliance with regulatory standards and guidelines governing clinical research emphasizing on safety and ethicality	• Adherence to regulatory standards demonstrated through compliance
7. Assist in managing research budgets and resource allocations, optimizing efficiency and cost-effectiveness in project management and implementation.	• Optimization of research budgets and resources leading to efficient project management and implementation
8. Contribute to the development and implementation of research strategies and initiatives, leveraging expertise and insights to advance knowledge and innovation in infectious diseases and emerging pathogens.	• Contributions to research strategies and initiatives leading to advancement of clinical research knowledge

Qualifications & Experience:

- Medical Doctor (MD) or Pharma D with Master Degree in a related field
- 4 - 9 years of relevant working experience in Clinical Research
- Prior experience in managing a team will be preferred

Technical Competencies:

- Proficient in project management methodologies and tools for coordinating multiple aspects of research projects.
- Advanced skills in data management and data analysis for complex data interpretation and visualization.
- In-depth understanding of regulatory compliance requirements for clinical research
- Familiarity in budget management and resource allocation for research projects.
- Proficiency in coordinating cross-functional teams and external collaborators for research initiatives.
- Ability to conduct risk assessments and develop risk management strategies for research projects.
- Ability to mentor and provide guidance to junior research staff and students.
- Familiarity in grant writing, proposal development, and securing funding for research projects.

Behavioural Competencies:

- Quality Focus: Maintain high standards of quality assurance, review data for accuracy and completeness, and identify areas for improvement.
- Regulatory Compliance: Ensure compliance with regulatory guidelines, protocols, and ethical standards throughout the research process.
- Communication and Negotiation: Communicate effectively with internal and external stakeholders, negotiate agreements, and resolve conflicts as needed.
- Team Collaboration: Collaborate with multidisciplinary teams, contribute expertise, and facilitate effective teamwork to achieve research goals.
- Problem-Solving: Identify research-related challenges, propose solutions, and implement improvements to enhance efficiency and effectiveness.

Representative Jobs:

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