



## 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 4: Clinical Researcher

### Job Purpose:

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.

### Accountabilities:

Description	Key Result Areas
1. Lead and oversee a portfolio of research projects and initiatives, directing research teams and resources to achieve scientific objectives and milestones.	<ul style="list-style-type: none"> <li>Successful oversight of research projects leading to achievement of scientific objectives and milestones</li> </ul>
2. Develop and implement research protocols, methodologies, integrating interdisciplinary approaches and cutting-edge technologies to address complex research questions.	<ul style="list-style-type: none"> <li>Development and implementation of innovative research protocols and methodologies</li> </ul>
3. 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"> <li>Successful securing of funding and grants for research activities</li> </ul>
4. Mentor and supervise junior researchers and staff, fostering a culture of excellence, innovation, and collaboration in the research environment.	<ul style="list-style-type: none"> <li>Development of a culture of excellence and collaboration among junior researchers and staff</li> </ul>
5. Publish research findings in peer-reviewed journals and submit and present technical papers to various scientific forums, contributing to the advancement of knowledge and dissemination of best practices in infectious diseases and public health.	<ul style="list-style-type: none"> <li>Advancement of research within field of study</li> <li>Publishing of research methodology and findings</li> </ul>
6. Establish collaborations and partnerships with academic institutions, government agencies, and non-profit organizations, promoting interdisciplinary research and knowledge exchange.	<ul style="list-style-type: none"> <li>Establishment of collaborations and partnerships promoting interdisciplinary research and knowledge exchange</li> </ul>
7. Conduct rigorous data analysis and interpretation, applying statistical methods and computational tools to derive meaningful insights and conclusions from research data.	<ul style="list-style-type: none"> <li>Rigorous data analysis and interpretation leading to meaningful insights and conclusions</li> </ul>
8. Advocate for evidence-based policies and interventions in infectious disease control and prevention, translating research findings into	<ul style="list-style-type: none"> <li>Advocacy for evidence-based policies and interventions leading to actionable recommendations for public</li> </ul>

actionable recommendations for public health practice and policy-making.	health practice and policy-making
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### Qualifications & Experience:

- Medical Doctor (MD) or Pharma D with Master Degree in a related field
- 9 – 12 years of relevant working experience in Clinical Research
- Prior of experience in managing a team will be preferred

### Technical Competencies:

- Expertise in designing and implementing research protocols and methodologies for complex research studies.
- Experience in securing competitive grants and funding for large-scale research projects.
- Knowledge of pharmacovigilance and adverse event reporting requirements for clinical trials.
- Management skills to guide and inspire research teams towards achieving scientific objectives and milestones.
- Ability to publish research findings in high-impact peer-reviewed journals and scientific forums and strong presentation skills for representing research findings at conferences and meetings.
- Strong collaboration and networking skills for establishing partnerships with academic institutions, government agencies, and industry partners.
- Understanding of research strategy development and implementation to address critical challenges in infectious disease research.
- Understanding of global health policies and initiatives related to infectious disease control and prevention.

### Behavioural Competencies:

- Risk Management: Identify potential risks and opportunities in research projects, develop risk mitigation strategies, and proactively manage project risks to minimize impact.
- Grant Writing and Management: Develop grant proposals, secure funding, and manage research grants to support research activities and projects.
- Resource Allocation and Management: Effectively allocate resources, including funding, personnel, and equipment, to support research activities and maximize outcomes.
- Cross-Disciplinary Collaboration: Foster collaboration and synergy among diverse research teams and disciplines, integrating expertise from multiple fields to address complex research questions.
- Knowledge Translation: Translate research findings into tangible outcomes, including policies, interventions, and innovations, to address public health challenges and improve patient outcomes.

### Representative Jobs:

- Deputy Head of Unit
- Head of Clinical Research Group