



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.

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

PASTEUR NETWORK

		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.
--	--	--

Level 5: Senior Clinical Researcher

Job Purpose:

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.

Accountabilities:

Description	Key Result Areas
1. Provide strategic leadership and direction for the organization's research programs and initiatives in infectious diseases and emerging pathogens, aligning with institutional goals and priorities.	<ul style="list-style-type: none"> Strategic leadership and direction for research programs aligned with institutional goals and priorities
2. Foster a culture of innovation, excellence, and collaboration within the research community, promoting interdisciplinary approaches and cross-functional partnerships.	<ul style="list-style-type: none"> Culture of innovation, excellence, and collaboration within the research community
3. Establish and maintain relationships with key stakeholders, including government agencies, funding bodies, industry partners, and international organizations, to advance research agendas and secure support for initiatives.	<ul style="list-style-type: none"> Establishment and maintenance of relationships with key stakeholders to advance research agendas
4. Lead the development and implementation of research strategies and priorities, leveraging expertise and resources to address critical challenges and gaps in infectious disease research and public health practice.	<ul style="list-style-type: none"> Development and implementation of research strategies addressing critical challenges in infectious disease research and public health practice
5. Mentor and coach junior and mid-level researchers, providing guidance and support in career development, research methodologies, and scientific leadership.	<ul style="list-style-type: none"> Mentorship and coaching of junior and mid-level researchers in career development and scientific leadership
6. Represent the organization in national and international forums, conferences, and expert panels, advocating for policies and investments that promote global health security and resilience.	<ul style="list-style-type: none"> Representation of the organization in national and international forums advocating for policies promoting global health security
7. Drive innovation and knowledge translation in infectious disease research, exploring new	<ul style="list-style-type: none"> Innovation and knowledge translation in infectious disease research leading to exploration of new

PASTEUR NETWORK

methodologies, technologies, and interventions to address emerging threats and opportunities.	methodologies and technologies
8. Collaborate with internal and external partners to disseminate research findings, best practices, and evidence-based recommendations, contributing to the global fight against infectious diseases and public health emergencies.	<ul style="list-style-type: none"> • Collaboration with partners to disseminate research findings contributing to the fight against infectious diseases

Qualifications & Experience:

- Doctor of Medicine (MD) or PharmaD with Master in a related field
- 12 - 15 years of relevant working experience in Clinical Research
- Prior 3 years of experience in managing a research unit will be preferred
- Track record of publications in peer-reviewed journals

Technical Competencies:

- Strategic skills to shape the organization's research agenda and strategic direction in infectious diseases research.
- Expertise in fostering a culture of innovation, excellence, and collaboration within the research community.
- Established relationships with key stakeholders, including government agencies, funding bodies, and international organizations.
- Mentorship and coaching skills to develop the next generation of leaders in infectious diseases research.
- Engagement with policymakers, funders, and stakeholders to mobilize resources and support for research priorities and initiatives.
- Expertise in groundbreaking research and publications that contribute to the advancement of knowledge in infectious diseases.
- Commitment to upholding the highest standards of scientific integrity, professionalism, and ethical conduct.

Behavioural Competencies:

- Continuous Learning and Adaptation: Stay abreast of emerging trends, methodologies, and technologies in infectious diseases research and public health, fostering a culture of continuous learning and adaptation within the research community.
- Strategic Decision-Making: Make strategic decisions regarding research priorities, resource allocation, and project direction, considering long-term organizational goals and external trends.
- Networking and Relationship Building: Cultivate and maintain relationships with key stakeholders, including government agencies, industry partners, and research institutions, to enhance collaboration and support for research initiatives.
- Conflict Resolution and Diplomacy: Effectively resolve conflicts and navigate challenging situations with diplomacy and tact, maintaining positive relationships and fostering collaboration.
- Executive Leadership: Provide executive leadership and oversight to research teams, ensuring alignment with organizational mission, values, and strategic objectives.

Representative Jobs:
<ul style="list-style-type: none">• Head of Unit