



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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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

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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 6: Distinguished Senior Clinical Researcher

Job Purpose:

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.

Accountabilities:

Description	Key Result Areas
1. Serve as a visionary leader and thought leader in the field of infectious diseases and public health research, shaping the direction and trajectory of the organization's research agenda.	<ul style="list-style-type: none"> Leadership as a visionary thought leader shaping the organization's research agenda
2. Lead and inspire a diverse team of researchers, scientists, and practitioners, fostering a culture of excellence, integrity, and innovation in scientific inquiry and discovery.	<ul style="list-style-type: none"> Leadership and inspiration of a diverse team fostering a culture of excellence and innovation
3. Drive transformative research initiatives and collaborative partnerships, addressing complex challenges and opportunities in infectious disease prevention, control, and response.	<ul style="list-style-type: none"> Driving transformative research initiatives addressing complex challenges
4. Influence policy and practice at national and global levels, advocating for evidence-based interventions and investments to improve public health outcomes and promote health equity.	<ul style="list-style-type: none"> Influence on policy and practice advocating for evidence-based interventions
5. Mentor the next generation of leaders in infectious disease research and public health, sharing expertise, insights, and lessons learned from decades of experience in the field.	<ul style="list-style-type: none"> Mentorship of the next generation of leaders sharing expertise and insights
6. Engage with policymakers, funders, and stakeholders to mobilize resources and support for research priorities and initiatives, leveraging networks and relationships to advance the organization's mission and impact.	<ul style="list-style-type: none"> Engagement with policymakers and stakeholders mobilizing resources for research initiatives
7. Lead by example in scientific rigor, integrity, and ethical conduct, upholding the highest standards of professionalism and accountability in research and scholarship.	<ul style="list-style-type: none"> Leadership by example upholding the highest standards of professionalism and accountability

8. Contribute to the advancement of knowledge and understanding in infectious diseases and public health through groundbreaking research, publications, and collaborations that push the boundaries of scientific discovery and innovation.	<ul style="list-style-type: none"> Contribution to the advancement of knowledge in infectious diseases through groundbreaking research and publications
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Qualifications & Experience:

- Medical Doctor (MD) or PharmaD with Master degree in a related field
- More than 15 years of relevant working experience in Clinical Research
- Prior 5 years of experience in managing a research unit will be preferred
- Strong track record of publications in peer-reviewed journals

Technical Competencies:

- Ability to influence policy and practice at national and global levels through evidence-based research and advocacy.
- Ability to lead transformative research initiatives and collaborative partnerships addressing complex global health challenges.
- Established reputation for driving innovation and knowledge translation in infectious disease research.
- Strong network of collaborators, partners, and stakeholders across academia, industry, and government.
- Strategic vision and foresight to anticipate and respond to emerging threats and opportunities in infectious diseases.
- Advocate for health equity and social justice in global health policies and interventions.

Behavioural Competencies:

- Visionary Leadership:** Provide visionary leadership to drive transformative research initiatives and collaborative partnerships addressing global health challenges.
- Advocacy and Influence:** Advocate for evidence-based policies and interventions at national and international levels, leveraging expertise and networks to influence decision-makers and drive positive change.
- Innovation:** Drive innovation in infectious diseases research, exploring new methodologies, technologies, and interventions to address emerging threats and opportunities.
- Global Impact:** Lead initiatives with global impact, contributing to the advancement of knowledge and practice in infectious diseases research and public health on a global scale.
- Research Translation:** Lead efforts to translate research findings into actionable policies, interventions, and practices that address the most pressing challenges in infectious diseases and improve health outcomes globally.

Representative Jobs:

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