

## Medicine

**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:** Health Services

**Sub-Job Family:** Medicine

**Overview:** Roles within the medicine sub-job family at our research institute are essential components of our healthcare delivery system. Integral to our public health surveillance and response efforts, the medicine sub-job family operates within our medical clinics and research units, aligning with our institute's mission to advance public health. Jobs within this sub-job family play a pivotal role in the effective execution of healthcare protocols, the delivery of patient care and the progression of medical research.

The roles operate within a framework of well-defined healthcare procedures, emphasizing regulatory compliance, ethical standards, and a commitment to professional medical practices. The differentiation among professionals is based on the complexity of tasks, supervisory responsibilities, and the specific skills and experience required for their roles.

Level	Profile	Purpose
1	<b>Medical Doctor</b>	Job holders at this level leverage on their medical knowledge to provide accurate, compassionate, and evidence-based care, ensuring compliance with regulatory standards and protocols. Their role extends beyond patient care to actively contributing to the advancement of medical research initiatives. By deeply understanding the healthcare workflow, they play a vital part in enhancing the effectiveness and impact of vaccination services and medical laboratory activities.
2	<b>Senior Medical Doctor</b>	Job holders at this level are experienced healthcare professionals who assumes a leadership role in the healthcare team within the research institute. Operating with minimal supervision, they are responsible for ensuring the seamless delivery of patient care while actively contributing to the strategic direction of healthcare initiatives. With advanced medical expertise, they may conduct and oversee technical tests and observations. Proactively identifying and resolving medical challenges, they contribute significantly to elevating the quality and efficiency of medical services and research endeavours.
3	<b>Medical Supervisor</b>	Job holders at this level provide leadership and supervision to the medical staff. Beyond overseeing day-to-day operations and ensuring adherence to healthcare protocols, they actively contribute to the training and development of medical teams. This includes a strong mentoring aspect, where they guide and support junior medical staff in their professional growth and clinical skills. Their role is not only to maintain a high standard of patient care but also to apply medical knowledge to resolve complex operational challenges. Through collaboration with interdisciplinary teams, they play a crucial role in enhancing the overall efficiency and effectiveness of medical services.
4	<b>Medical Director</b>	Job holders at this level provide strategic leadership to the forefront, shaping the medical framework of the research institute. Responsibilities extend beyond day-to-day operations to encompass the development and refinement of guidelines and protocols. Leveraging extensive medical expertise, they ensure the highest standards of patient care and medical research align with the organization's mission. Leading medical teams in vaccination clinics, they foster collaboration with interdisciplinary teams, integrating medical services seamlessly with ongoing research initiatives. As a representative of the medical department, both internally and externally, they play a pivotal role in advancing the not-for-profit institute's healthcare and research objectives, contributing to the broader landscape of medical innovation and excellence.

## Level 1: Medical Doctor

### Job Purpose:

Job holders at this level leverage on their medical knowledge to provide accurate, compassionate, and evidence-based care, ensuring compliance with regulatory standards and protocols. Their role extends beyond patient care to actively contributing to the advancement of medical research initiatives. By deeply understanding the healthcare workflow, they play a vital part in enhancing the effectiveness and impact of vaccination services and medical laboratory activities.

### Accountabilities:

Description	Key Result Areas
1. Plan, deliver, and evaluate patient care through daily consultations, considering holistic needs, physical, and psychological constraints, adhering to research-based best practices to achieve treatment goals.	<ul style="list-style-type: none"> <li>• Patient care plans executed effectively.</li> <li>• Adherence to best practices in infectious disease treatment.</li> <li>• Treatment goals met and evaluated.</li> </ul>
2. Provide advice and support to patients, relatives, and the multidisciplinary team, addressing inquiries within the scope of expertise, and appropriately referring questions and concerns to meet information and guidance needs.	<ul style="list-style-type: none"> <li>• Timely and accurate advice provided.</li> <li>• Effective support to the multidisciplinary team.</li> <li>• Appropriate referrals made.</li> </ul>
3. Identify opportunities to enhance knowledge in infectious diseases and emerging pathogens, contributing to the development of proficiency in key areas of medical practice.	<ul style="list-style-type: none"> <li>• Continuous professional development in infectious diseases.</li> </ul>
4. Maintain awareness of best practices in relevant areas, following direction to contribute to ongoing development and improvement.	<ul style="list-style-type: none"> <li>• Up-to-date awareness of best practices.</li> </ul>
5. Perform data management duties, collecting and analysing data on diseases (e.g., Rabies) for research purposes, contributing to ongoing studies and publications.	<ul style="list-style-type: none"> <li>• Accurate and comprehensive data collection on diseases.</li> <li>• Data analysis conducted for research purposes.</li> </ul>

### Qualifications & Experience:

- Doctor of Medicine (MD) degree or related field
- 1 - 3 years of relevant experience in treating patients

#### **Technical Competencies:**

- Proficient in diagnosing and treating medical conditions and routine medical procedures
- Knowledge of pharmacology and medication administration, including dosage calculating and medication reconciliation
- Integration of research knowledge into daily healthcare operations.
- Basic understanding of hospital and departmental policies and procedures.
- Proficient in managing side effects of vaccinations and medical interventions.
- Advanced data management oversight, ensuring accuracy, confidentiality, and integrity.
- Utilization of advanced software tools for patient management and medical data recording.

#### **Behavioural Competencies:**

- Clinical Expertise: Demonstrates basic knowledge and skills in infectious diseases and vaccination protocols. Maintains up-to-date awareness of emerging pathogens and relevant medical advancements.
- Patient-Centered Care: Provides compassionate and personalized care to patients in the vaccination clinic and effectively communicates medical information to diverse patient populations.
- Team Collaboration: Collaborates with nurses, laboratory staff, and other healthcare professionals for integrated patient care and participates in multidisciplinary meetings to enhance patient outcomes.
- Adaptability: Adapts quickly to changing circumstances, such as emerging infectious diseases or unexpected clinic demands and demonstrates flexibility in working hours to accommodate clinic needs.

#### **Representative Jobs:**

- Medical Doctor
- Doctor Consultant