

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	Medical Doctor	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	Senior Medical Doctor	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	Medical Supervisor	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	Medical Director	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 2: Senior Medical Doctor

Job Purpose:

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.

Accountabilities:

Description	Key Result Areas
1. Assume a leadership role in planning, delivering, and evaluating patient care, providing guidance to junior doctors, and ensuring adherence to research-based best practices in infectious diseases and emerging pathogens.	<ul style="list-style-type: none"> • Leadership demonstrated in daily consultations. • Guidance provided to junior doctors. • Adherence to best practices in vaccination services ensured.
2. Offer expert advice and support to patients, relatives, and the multidisciplinary team, appropriately referring complex inquiries to meet diverse information and guidance needs.	<ul style="list-style-type: none"> • Effective support to the multidisciplinary team. • Appropriate referral of questions and concerns.
3. Provide teaching and training to junior staff, promoting the dissemination of best practices in infectious disease care.	<ul style="list-style-type: none"> • Effective teaching and training programs implemented.
4. Identify and capitalize on opportunities to advance knowledge and proficiency in infectious disease practice.	<ul style="list-style-type: none"> • Actively seek opportunities for knowledge consolidation. • Demonstrate proficiency in key areas of nursing practice.
5. Contribute to the development and improvement of best practices in infectious diseases, following leadership direction.	<ul style="list-style-type: none"> • Up-to-date awareness of best practices. • Meaningful contributions to the development of nursing practices.
6. Lead data management efforts, overseeing the collection and analysis of data on rabies for research purposes, contributing to ongoing studies and publications.	<ul style="list-style-type: none"> • Data management with accurate and comprehensive data collection on diseases • Data analysis conducted for research purposes.

Qualifications & Experience:

- Doctor of Medicine (MD) degree or related field
- 4 - 6 years of relevant experience in treating patients

Technical Competencies:

- Advanced proficiency in diagnosing and treating complex medical conditions, especially infectious diseases.
- Strong knowledge of pharmacology and medication administration, including dosage calculating and medication reconciliation
- Integration of research knowledge into daily healthcare operations.
- Proficient in understanding of hospital and departmental policies and procedures and contribute towards developing them.
- 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:

- Mentoring: Willingness to provide mentorship and guidance to junior medical staff and leads clinical teams in the vaccination clinic and fosters a positive working environment.
- Patient-Centered Care: Conducts thorough and holistic assessments of patients, considering not only the immediate infectious disease concerns but also the patient's overall health and well-being. Integrates knowledge of the patient's social, cultural, and economic context into the medical decision-making process.
- Patient Education & Advocacy: Provides comprehensive education to patients about preventive measures, vaccination schedules, and post-treatment care. Advocates for patients' rights and ensures that they have access to necessary resources and support services.
- Quality Improvement: Leads efforts to enhance the quality of medical care and vaccination services and implements evidence-based practices for continuous improvement.

Representative Jobs:

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